VOLUME 6, NO. 1 SPRING 2003

A new Georgia promised by Governor Sonny Perdue, Georgia's 81st Governor



A New Georgia

71th the election of Georgia's newest Governor, George Ervin 'Sonny' Perdue III, the culture of state government in Georgia is changing. Governor Perdue, Georgia's 81st Governor, has already begun fulfilling his promise of a New Georgia. The Governor promised to run Georgia more like a business, a promise he began implementing with the creation of two new positions in the Governor's Office, an inspector general and a chief operating officer. Positions

reporting directly to the Governor are chief financial officer, chief operating officer, chief of staff, executive counsel, inspector general and director of homeland security.

Sonny Perdue, born December
20, 1946 in Perry,
Georgia, attended
Warner Robins High
School and earned a doctorate in veterinary medicine in 1971 from the
University of Georgia.

Perdue served in the United States Air Force from 1971 to 1974. He also served in the Georgia Senate from 1990 through 2002 representing the people of Houston, Bibb, Bleckley, and Pulaski Counties. During his tenure in the General Assembly, Perdue rose to the office of Majority Leader and later served as President Pro Tempore from 1997 to 1999.

Perdue made history when he was elected Georgia's first Republican Governor in 135 years. No Republican had been elected governor of Georgia since 1872.

Leadership style

Governor Perdue prides himself as a people's governor. "I pride

myself on my transparency,"
Perdue stated in an interview with
the Atlanta Journal-Constitution.
"I'm going to be the most accessible governor this state ever saw."
He has already fulfilled this commitment by devoting some of his

"I'm going to be the most accessible governor this state ever saw."

- Gov. Perdue

weekends to one-on-one meetings with constituents, during "Saturdays with Sonny." He also sees himself as one who leads by example. As an advocate of healthier Georgians, Perdue led the way by challenging state employees and department heads to join him on a diet and fitness plan.

The appointment of James Lientz, the state's first chief operating officer, is a major step taken by the governor in transforming state government into a "customer-friendly, people-focused organization." Perdue believes this transformation to a kinder, gentler government can be created by following the words of motivational speaker and author,

Stephen R. Covey. Perdue has made Covey's book "Principle Centered Leadership" mandatory reading for all state department heads. He says he wants its key principles of honesty, trust, and respect to be hallmarks of his tenure as governor.

What's in store for state government?

Perdue will put the people of Georgia first. "This government belongs to all of us and it will take all of our efforts to repair and improve it," he says. The governor encourages state em-ployees to give better customer service to Georgia's citizens as he pledges to make state government more responsive to the public.

Keeping with his promise to restore public trust in government, on his first day in office, Perdue issued an executive order establishing a Code of Ethics for the executive branch of government. The order establishes standards and strict rules relative to gifts, lobbying and other conflicts of interest. As part of his legislative agenda, he pushed legislation in an ethics bill to extend these strict guidelines to all of state government.

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Governor's Staff Appointments

overnor Sonny Perdue appointed
Eric J. Tanenblatt as his Chief
of Staff. Tanenblatt, who served
as President George Bush's campaign
chairman in Georgia as well as the late
Senator Paul Coverdell's state director, has
spent over 15 years in the government and
public policy arena. Until his appointment,
Tanenblatt worked for the McKenna Long
& Aldridge law firm where he focused on
governmental and regulatory affairs at the
federal, state and local levels. As chief of
staff, Tanenblatt will advise the

Hank Huckaby will stay on Perdue's staff as Acting Chief Financial Officer. Perdue is conducting a nationwide search to fill the position later. Huckaby is senior vice president for finance and administration at the University of Georgia. He

worked as former Democratic Governor Zell Miller's budget director in the 1990s.

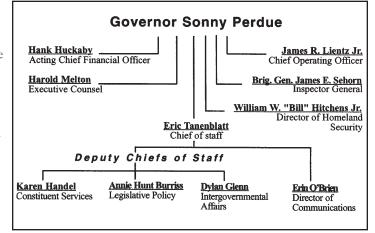
James R. Lientz Jr., a retired president of the Mid-South division of Bank of America, was appointed by Perdue as the state's first Chief Operating Officer. Lientz, a native of Savannah, will be responsible for the state's day-to-day operations and will oversee state agencies that deliver services.

Retired Air Force Brig. Gen. James E. Sehorn was appointed as Georgia's first Inspector General, an office Perdue established by executive order on January 13 after he was sworn in. Perdue created the office of inspector general to weed out fraud and corruption in Georgia's state government.

William W. "Bill" Hitchens Jr., who was given the Outstanding Military Citizen

of Georgia Award in 1988 by Gov. Joe Frank Harris, was appointed by Perdue as Director of Homeland Security. Hitchens served in the Georgia State Patrol for 28 years until 1997. He will work with local, state and federal agencies in creating and executing plans to prevent and respond to terrorist threats.

Harold Melton was selected as Perdue's **Executive Counsel**. Before his appointment, Melton served as Senior Assistant



Attorney General for the Georgia Department of Law in charge of the Consumer Interests division. As the Executive Counsel, Melton will be the Governor's Chief Legal Advisor.

a new Georgia

continued from front page

Vision:

A change in the culture of state government where people are more important than politics; where government is truly of the people, by the people, and for the people; where government is responsive to the people's needs; and where the public trust in state government is restored.

Mission:

To ensure that in all endeavors, stewards of the state are mindful of these basic principles:

- Returning Public Trust in Government
- Ensure that in all business matters, strict codes of conduct and ethics are enforced and the leadership throughout state government provides an impeccable example for others to follow.
- Eliminate public doubt in the integrity of state government leadership and business dealings by actively eliminating questionable business practices and activity.
- Ensuring a Public Voice and Responsive Government
- Bring decision-making closer to those citizens who are affected through local control and recognition of public sentiment on issues of great concern to the citizens of Georgia.
- Create an open and responsive government that truly serves the needs of Georgia's citizens and actively seeks to provide solutions to chronic problems.
- Inspiring and Empowering Innovation and Productivity
- Inspire innovation and productivity by empowering our state employees on the frontlines through cutting unnecessary bureaucracy, cutting unnecessary regulation, and providing incentives for an effective and efficient state
- Ensure that the state is a good steward of the public treasury by creating a results-oriented Government where productivity and results carry a higher priority than the politics-of-the-day.

Jackie vs. Greg The Difference a Decade Makes*





Jackie, age 25, saves \$30 per month for 10 years (8%). She stops saving at age 35.

Greg, age 35, saves \$30 per month for 25 years (8%).

Jackie's total investment Greg's total investment \$3,600

\$9,000

Jackie invested \$5,400 less but she has \$11,485 more than Greg at age 60 because she started saving 10 years sooner.

If you wait just 30 days to begin or to increase your contributions by \$100 at 8 percent over 30 years, you will fail to realize \$1,006. If delaying 30 days is costly, what happens if you wait to begin or add to your deferrals for ten years!

"Help Yourself" to a secure financial future with a Peach State Reserves **Investment Account.** Call toll-free 1-800-701-8255 or contact your Personnel/Payroll office for further details.



*The examples given are hypothetical illustrations only. There is no guarantee you will earn the same amount. You could earn less; you could earn more.

The Georgia Statement

Volume 6, Number 1

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Georgia Merit System Marjorie H. Young, Commissioner

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WORKPLACE TIPS

Suggestions to ensure professional growth



owadays, employers are interested in recruiting and keeping top-notch employees. Unfortunately, many employees believe that just doing a good job is enough to get ahead. But employees should consider the larger picture. The following suggestions are simple ways to ensure professional

- Familiarize yourself with the key competencies of your job and the specific characteristics needed to match them.
- Know what colleagues think of you professionally- know how they would describe your work

ethic. If the workplace perspective about you is negative, change

- Know how your position supports the overall strategic goals of your agency. Know how your position fits in with the agency's business objectives.
- Be a productive team member. Know your role as part of the overall team. Are you a leader? a planner? a problem solver? Every member's role is important.
- Routinely conduct a professional self-assessment. Know your professional strengths as well as areas where you may need improvement.

Deadline for Fall issue is July 1, 2003

TECHNOLOGY TIPS

Maintaining Safety Online for Your Children



arents try to give their children some of the best things in life. Many times that includes a personal computer with Internet access. But while taking advantage of technology, parents should practice a few common-sense rules to ensure their child's safety and online enjoyment.

In 1998, the Children's On-line Privacy Protection Act was passed to help parents feel more secure

attended the 12th Annual

Professional Development

Attendees were able to choose

from five concurrent sessions

covering topics such as balancing

work and home, money manage-

ment, Microsoft Excel tips, cor-

when their child surfs the Net. And while the Protection Act prohibits web sites from gathering personal information from children under the age of 13 without parental consent, it does nothing to protect children who venture outside of "kiddy" sites to explore additional games, sports and entertainment news, or other areas of interest that have them browsing the World Wide Web. But all is not lost and there is good news for parents. Parents can greatly minimize any potential risks of their children being online by utilizing a few simple techniques. They are:

Increase communication about online safety between you and

At any age, you may wish to explain some of the concerns you have about on-line access or content. You should get to know who their on-line friends are. If a problem occurs online, whether stumbling across inappropriate material or receiving a questionable online contact, stay calm. Don't overreact. Your concern,

fear or anger may inhibit your child from being open. Simply discuss the situation while praising your child for letting you

Set time limits.

By limiting online access to certain times of the day, you can better monitor your child's online

Never allow your child to give out identifying information.

You or your child should agree not to share personal information such as a home address, school name, or telephone number, especially in a public message such as chat or bulletin boards. Consider using a pseudonym or unlisting your child's name if your service

Keep all passwords private.

Your child should not share their password even to a best friend. Your online service will never ask for them, so neither should any-

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Professional Skills

Competition

Winners

(L to R) Virginia Jordan, DHR;

Education; Maxine Cook, DHR;

Shannon Mosley, DHR; Peggy

Rosser, Assistant Commissioner. Georgia Merit System; Sandra Pye, Dept. of Education; Darlene

Morris, DHR; Tara Burks, Dept.

of Community Health; Bernadette

Barbara Thomas, Dept.. of

12th Annual Professional Development Conference



lmost 300 support staff recting miscommunication, and employees from state business etiquette. Twenty-six attendees participated in the agencies across Georgia optional Professional Skills Competition. First-, second- and Conference for Support Staff.

third-place winners were honored at a special Skills Awards Luncheon. First-place winners in the three categories include: Computer IQ, Tara Burks, Department of Community

Health; Office Skills, Darlene Morris, Richmond County Health Department; Proofreading/Grammar Skills, Shannon Mosley, Richmond County Health Department.

Thomas, DHR.

The fall Annual Professional Development Conference is scheduled for October 8-10, 2003 at the Crowne Plaza in Macon. Plan now to attend.

Test Your Vocabulary

Match the definitions with the correct word. The answers are below. Instructive, especially for moral 1. Eccentricities (n.) improvement 2. Denigrating (v.) Having fallen into a state of disrepair or deterioration 3. Auspicious (adj.) Intended to instruct or teach 4. Catharsis (n.) To deny responsibility for: repudiate 5. Didactic (adj.) The quality of being calm and even-tempered; composure To attack the character or reputa-6. Edifying (adj.) tion of; speak ill of 7. Orotund (adj.) Favorable or fortunate Characterized by fullness, clarity, 8. Equanimity (n.) strength, and smoothness of sound. 9. **Disavow (v.)** A relieving or purifying release of the emotions 10. Dilapidated (adj.) Deviation from the normal, expected or established

2003 ATLANTA BEAT/STATE OF GEORGIA GOVERNMENT OFFER

The Atlanta Beat is giving state of Georgia employees our best offer to our best games this summer! Government employees can purchase seats in any seating category at the lowest group rates available at the June 28 game, Atlanta Beat game versus the Washington Freedom. For every ticket

sold, money will be raised for Georgia state Government. This offer is valid at the June 28 gameonly.

TICKET PRICES

Category	Regular Price	State of Georgia Price
Cat. I	\$22.00	\$14.00 (\$2 rebate to Gov.)
Cat. II	\$17.00	\$11.00 (\$1 rebate to Gov.)
Cat. III	\$10.00	\$ 8.00 (\$2 rebate to Gov.)

THE GAME: Saturday, June 28, 2003 vs. Washington Freedom The offer is based on availability. Tickets must be purchased by the Monday prior to the designated game.

ORDER FORM

- To order, you may:
 Fax this form to 404-269-3891, Attn: Music Network Ticket Offer
 Call Chad Edwards at 404-269-7486 and ask for the Georgia Government Employee Offer.
- Fax the completed form to Chad Edwards at 404-269-3891.
- E-mail this completed form to chad.edwards@theatlantabeat.com

GEORGIA GOVERNMENT EMPLOYEE TICKET ORDER FORM:

I would like to order: Category I Ticket(s) for June 28 vs. Washington @ \$14.00 each = \$ Category II Ticket(s) for June 28 vs. Washington @ \$11.00 each = \$ Category III Ticket(s) for June 28 vs. Washington @ \$8.00 each = Name State Phone:(h) Please send a check or money order made payable to: Atlanta Beat or fill in ☐ Amex ☐ Discover Credit Card # Signature

Tickets will be mailed to the street address you provided above. All seat assignments will be

made as orders are fulfilled and are subject to availability. Thank You!

Dilapidated (adj.) Having fallen into a state of disrepair or Disavow (v.) To deny responsibility for: repudiate

Equanimity (n.) The quality of being calm and even-tempered;

Orotund (adj.) Characterized by fullness, clarity, strength, and Edifying (adj.) Instructive, especially for moral improvement Didactic (adj.) Intended to instruct or teach

Catharsis (n.) A relieving or purifying release of the emotions Auspicious (adj.) Favorable or fortunate

Denigrating (v.) To attack the character or reputation of;

Eccentricities (n.) Deviation from the normal, expected or

TEST YOUR VOCABULARY: ANSWERS

Safety Online

continued from page 2

Should you become aware of the transmission, your provider's home page or by use, or viewing of inappropriate materials while online, immediately report it to the National Center for Missing and Exploited Children by calling 1-800-843-5678 or visiting the CyberTipLine online.

Always be aware of who your child is dealing with on-line.

Remember that people online may not be who they seem. Because you can't see or even hear the person it would be easy for someone to misrepresent him or herself.

Get to know the services your child

If you don't know how to log on, get your child to show you. Find out what types of information it offers and the parental controls the site or service offers.

Place the computer in a central area.

By locating the computer in an area relatively high in activity such as the family room or kitchen, you can keep an eye on what sites your child is visiting.

Never allow your child to arrange a meeting with an online friend without being present.

If a meeting is arranged, use a public spot, and be sure to accompany your child.

Plan against inappropriate materials.

Parents can take steps to ensure that their children receive the benefits of online resources while being protected from material and individuals that may be harmful.

Technological Tools

Resources may be available online or through your existing software or Internet service provider (ISP). Others are available for a relatively small investment.

Blocking Software

There are a variety of software packages that respond to certain trigger words, such as profanity or explicit references to sex. Some blocking packages will also not allow the child to send certain information, such as name or address. Blocking software may also be available through your ISP.

Parental Controls

Many online services such as MSN, AOL and CompuServe, have pre-installed parental controls which allow parents to limit access to certain sites and features, such as e-mail, instant messages or certain content. These controls are normally included free with the service. Check with

your provider by logging on to calling their customer service department.

Third-Party Recommendations

Use child-specific search engines, ratings and review sites to help

determine which sites and content are most appropriate for children. Search engines and directories such as Yahooligans, Lycos SafetyNet, SuperSnooper, among others yield only those sites that have been determined appropriate for children.

Services such as KidShield and KidsNet offer recommendations for kid-friendly sites. Of course, such third-party resources don't automatically shield your children from inappropriate content, but they can help you make determinations about where your child spends his or her time online. Contact the proper entity or authority if inappropriate materials are forced on your child, or if anything happens while online that makes your child feel unsafe or uncomfortable. For example, the software company (if monitoring software) failed to screen an inappropriate site or law enforcement personnel for inappropriate online advances. Should you become aware of the transmission, use, or viewing of inappropriate materials while online, immediately report it to the National Center for Missing and Exploited Children by calling 1-800-843-5678 or visiting the CyberTipLine online. You should also notify your online service.

Remember, software-savvy children may be able to circumvent some of your resources making supervision the most effective safety tool. You can even go a step further in implementing basic on-line practices and guidelines for household Internet use by creating a family contract or pledge. The pledge should include the name of your child and the rules you want him or her to follow while on-line. Set the timeliness by agreeing to specific hours during the day that your child is authorized to be online. Be creative to make the contract or pledge fun. Encourage all family members to sign it to ensure everyone is aware of your house guidelines. Sign and date it with the understanding that the pledge is to be made and updated regularly. Post the contract or pledge near the computer as a reminder.

As a parent, it's all about being informed, Internet savvy, and open to the possibilities of the online world for you and your child.

National salute to hospitalized veterans honored by Perdue visit

overnor Sonny Perdue and **T** Georgia Department of Veterans Service Commissioner, Pete Wheeler, visited the Atlanta Veterans Administration (VA) Hospital's Nursing Home in Decatur in honor of the 2003 National Salute to Hospitalized Veterans, February 9-15. Established in March 1978 as an official VA program, the purpose of the National Salute is threefold:

- 1. Pay tribute and express appreciation to hospitalized veterans. More than 98,000 veterans of the U.S. armed services are cared for every day in Department of Veterans Affairs (VA) medical centers, outpatient clinics, domiciliaries, and nursing homes;
- 2. Increase community awareness of the role of the VA medical center;



From left to right: William Kruppenbacher of Peachtree City, Commissioner

3. Encourage citizens to visit hospitalized veterans and become involved as volunteers.

Each year around February 14, the program is observed nationally. Valentine's Day cards, made by various school age children, are distributed to patients during a special program attended by local federal, state, and military officials, as well as members

of local veteran organizations. Governor Perdue's visit with the patients and staff of the Decatur nursing home highlighted this year's program in Georgia. Commissioner Wheeler began his service as Commissioner of Veterans Affairs in 1949. He has served state government more than fifty years under ten governors.

Consider Georgia State Parks when golfing

eorgia's State

Park golf courses are designed for golfers of all skill levels from the beginner golfer to the seasoned pro. The Creek at Hard Labor Creek State Park in Rutledge is the closest course to Atlanta. Five courses are scattered across south Georgia including the only 9-hole course, Brazell's Creek at Gordonia-Alatamaha State Park. Three courses (Meadow Links at George T. Bagby State Park, Georgia Vets Memorial Course on the shores of Lake Blackshear in Cordele and Little Ocmulgee's Wallace Adams Course in McRae) include lodges and conference centers offering amenities for business outings or personal gatherings.

tinctly different in design, provides championship-quality golf at a great value. Golf Digest named Meadow Links the "6th Best New Golf Course in the Affordable Category" when it opened in 1998. Just recently, Golf Digest awarded Georgia Vets Memorial Course a prestigious 4-star rating in "Places to Play".

Each course layout, although dis-

North of Atlanta in Royston, Georgians can find a newly renovated 18-hole layout woven among steep rolling hills with generous landing areas. In mid-2003, another 18-hole course is scheduled to open near Highland Walk.

Two of the south Georgia parks will soon unveil expanded lodges and new restaurants. George T. Bagby State Park in Ft. Gaines and Little Ocmulgee State Park in McRae have new restaurants with fireplaces and fresh menus. Both are open seven days a week for breakfast, lunch and dinner. The restaurant at George T. Bagby State Park overlooks Lake Walter F. George, while Little Ocmulgee's restaurant offers views of the golf course. Additionally, both parks have expanded their lodges to 60 hotel-style rooms to better accommodate business groups and golfers.

For more information visit our web site at www.golfga.org or call 1-800-434-0982.

The Creek at Hard Labor 706-557-3006 Highland Walk 706-245-6770 229-768-3714 Meadow Links Georgia Links 229-276-2377 Little Ocmulgee 229-868-6651 The Lakes 912-285-6154 Brazell's Creek 912-557-7745

WELLNESS 最終的意思的意思。

How to cope with war/terrorism and uncertain times

7ith the recent military crisis in Iraq, many state employees have been deployed to active duty or have been affected by the deployment of a loved one. Given this set of circumstances, security and safety may be weighing heavily on your minds. You may be dealing with anxiety and stress that far exceeds what you are used to handling on your own. This is very common and it is quite normal for people to experience these reactions in uncertain times. The nation as a whole is dealing with the shock of terrorism and the on-going war. Don't be afraid to talk about and/or deal with your feelings. Learning new coping skills may be necessary.

The following are some tips that may help you to better cope.

- Recognize your own feelings
- Get as much physical activity as possible, such as running or walking, etc.
- · Get plenty of sleep
- Talk to family members and friends about your feelings, this will help relieve stress and help you to realize that others share your feelings
- Try to keep fears realistic
- · Maintain a healthy diet
- Make time for leisure activities
- Avoid the use of drugs and alcohol, including prescription and over-thecounter drugs to numb the pain

- Meditate or try some relaxation exercises
- Go to the movie or rent a video
- · Call your Employee Assistance Program, Human Resource Director or seek professional advice, if symptoms persist

Here are some links to web sites that may be helpful:

www.helping.apa.org/daily/traumaticstress.html

Information from the American Psychological Association on traumatic stress and helping children deal with their anxieties about war.

www.nmha.org/reassurance/terrorism.cfm The National Mental Health Association presents tips to help manage stress and anxiety about terrorist warnings and the threat of war.

www.redcross.org/news/ds/terrorism/030213homeland.html

This Red Cross website provides information on the Homeland Security "Color" Advisory System, as well as advice on how to prepare for a possible attack.

www.fema.gov

The Federal Emergency Management Agency

For more information or assistance with EAP concerns, contact Paige Jeter with the Georgia Merit System at (404) 651-5042 or visit www.gms.state.ga.us.

Archives, state history moves to Clayton County



→ he Georgia Archives has relocated to the City of Morrow, just south of Atlanta. It is the third move since its creation by the Georgia legislature in 1918.

Originally housed in one room at the State Capitol, Archives outgrew its space and moved to the former A.G. Rhodes home at 1516 Peachtree Street in the spring of 1930. In 1931, one year after moving, it became a division of the Office of the Secretary of State and remains so today. A bill to build a new, modern facility to preserve and protect Georgia's heritage was introduced in the Georgia legislature in 1959 due to the efforts of then archives director Mary Givens Bryan and former Secretary of State Ben W. Fortson Jr. The legislature appropriated funds to build Archives at its previous location at 330 Capitol Avenue. The building was one of very few designed specifically to house state records.

The new structure contains 171,000 square feet compared to the 144,000 square feet occupied at its previous Capitol Avenue location. Features in the new building include separate program and records storage areas, systems that provide optimal temperature and relative humidity for historical records storage, state-of-theart training rooms and classrooms, comfortable research space, and ergonomically designed workspace for staff. The new building was also designed to support current and future technological advances, including wireless communication systems. A new NARA headquarters will be built alongside the Georgia Archives making the neighboring of state and federal archives the first such partnership in the nation. The two archives location adjacent to Clayton College and State University will soon create a research campus unlike any

David Carmicheal, director of the Georgia Archives, emphasized that the



During her keynote address at the groundbreaking ceremony on October 31, Secretary of State Cathy Cox remarked that the new facility will become a national model for combining state and national archives facili-

department does much more than simply store records. "The Georgia Archives works very broadly to serve the citizens of Georgia. We save taxpayer money by helping state and local governments operate more efficiently," Carmicheal says. "Because we document state government decisions and help state and local governments meet open records requirements, we make government more accountable."

Some of the services offered in the new facility include evening hours, more "behind-the-scenes" tours, and public meeting spaces for groups. Carmicheal believes the relocation of Georgia Archives to Clayton County could be very beneficial to Georgians. "Georgians are very proud of their history and we are proud to be at the forefront of preserving it," he says. "We hope this new building will make it easier for many Georgians to experience their history firsthand, and we look forward to welcoming them in Clayton County."

Visit the Georgia Archives Website at www.GeorgiaArchives.org for new hours of operation relocation updates and information and to view the latest construction photographs.

STONE MOUNTAIN PARK



The State Personnel Council invites you to celebrate at the 8th Wonder of the World!

Adult One-Day All-Attraction Pass Discounted Price \$18.00 Gate Price: \$20.33 Child's One-Day All-Attraction Pass (ages 3-11; children under 3 are free) Discounted Price: \$14.00 Gate Price: \$16.05

Tickets are good until December 31, 2003

Mail ticket order and payment (and a self-addressed stamped envelope for return ticket) to:

State Personnel Council, P.O. Box 3/17206, Atlanta, GA 3033/

Name	
Address	at \$18.00
Department	at \$14.00
Work Phone	Total enclosed \$

For additional information: E-mail: kdt@gms.state.ga.us or pharp@gms.state.ga.us

DOC brings new inmate puppy training program to Metro prison

n August 20, 2001, six Labrador Retrievers arrived at the Metro State Prison to kick off a new puppytraining program developed to provide Seeing Eye dogs to the visually impaired while giving prison inmates a new "leash" on life. Before the kickoff, many inmates anticipated the puppies. Since their arrival, prison morale has improved. During a ceremony in the prison gym, each of the nine-week-old puppies, provided by Southeastern Guide Dog, Inc. (SGDI) out of Palmetto Florida, were presented by name and tag number. Puppies Rex, Winston, Joey, Gage, Traveler and George were paired with 12 inmates who volunteered for the program through an intensive application/ selection process.

The Inmates Providing Animal Care and Training (IMPACT) Program allows inmates to train puppies to be well-trained guide dogs while overseeing the puppies' daily needs and healthy development. DOC began the program, in partnership with SGDI and Middle Georgia Technical College. It is the first puppy program to be implemented in a state correctional facility in Georgia. The Chief's Kennel, built specifically for IMPACT, is designed to keep the puppies from the elements. SGDI, in addition to donating the puppies, also provides needed supplies,

such as food, to the program for the puppies' growth and wellbeing. Kim Neuman, once a volunteer trainer with SGDI, now works as a paid trainer with IMPACT about 29 hours a week with a salary funded by Middle Georgia Technical College.

Additional services are volunteered to assist the program's continuation. Veterinarians volunteer their time to the program to assist the dogs with health checks, shots and vaccinations. Volunteer weekend puppy raisers help expose the puppies to further training not possible in a prison environment - such as outings to restaurants and stores. Inmates do a journal to keep track of everything that happens. When the weekend puppy raisers get the dogs, they see what to focus on and they write back about the puppy's progress. The journal is especially helpful since the dogs don't go to the same place every

Each puppy has a lead and alternate trainer assigned to its care. Participants were screened highly and thoroughly to select the right inmates for the program. Inmates for lead trainer were required to submit a guide dog trainer application as well as meet all minimum qualifications of the selection criterion which include certain grade requirements and the ability to read. According to Katherine Cadena, chief coun-

selor at Metro, one benefit of the selection criterion was to know that an inmate was already doing everything they could to prepare to leave prison to become a productive member of society. Those not meeting certain minimum or preferred qualifications could apply to serve as an alternate or backup trainer. Once considered a good match for the program, inmates had to pass an occupational assessment test (SAGE). Participants were selected based on their interview with Metro, their application, and their willingness to learn. Participating inmates will receive a certificate from Middle Georgia Technical College, a part of Georgia Department of Technical and Adult Education, as animal trainers upon completion of the program. And those who choose to complete more training, including a computer component, may receive a certificate as veterinarian assistants. Neuman says a total curriculum will be offered as the pilot program expands.

Michelle Turpeau, DOC Regional Workforce Development Coordinator, says the program has already experienced positive results. "The whole facility has changed for the better since the puppies have been here," Turpeau says. "It is a different attitude and morale for even staff members." Cadena agrees. She says even the officers respond to IMPACT in a



special way. "The program helped one officer suffering from job burnout enjoy working again," she says. "And because IMPACT doesn't generally interfere with the security of the prison, as some operating or rehabilitation programs sometimes do, Cadena says even Metro's security deputy warden loves the program and would love to have more dogs."

The Paw Report, a newsletter created by the inmate trainers, highlights information about the puppies' progress and growth. Cadena says it was a way of getting the entire prison population involved in the puppy-raising program. "The participants felt elite, and they wanted to share it," she says. One inmate explains why the participants felt it necessary to

involve the whole population.

"We felt if everybody could help pitch in and feel like they were a part of the program, it would help make it a success," she says. "They would understand further the necessity of the program and possibly how it would feel if they were blind and lacked independence."

Maybe it also shares and teaches some compassion. And that's really the main thing, compassion. If you can get compassion into the heart of just one inmate, then it's worth it."

One of the inmates training Rex concedes that IMPACT has helped her both physically and emotionally. "It's excellent. I've been locked up six years. It has picked up my spirits.

continued on page 18

International Society of Poets, Famous poets.com honors Archives employee for award winning poem



Archives
employee, just
recently
returned to his
old love of
writing poetry.

Because of this, he was somewhat surprised when recognition for his writing was so immediate. Waters, who first started writing protest poetry in the 1970s and did not start seriously writing again until 2002, says he did not expect things to happen so quickly. "I thought there were so many writers in America that I would have to pay my dues," he says. "It was a pleasant surprise to be recognized."

Walters was nominated as Famous Poet for 2002 for his poem, "Ex-Empire" by the International Society of Poets as a nominee. Walters was awarded a medallion and his poem is to be included in 'The Sound of Poetry', a highly acclaimed three-album CD or cassette tape collection distributed internationally. Famouspoets.com, recognizing the same poem, awarded Walters the Shakespeare Trophy of Excellence and presented him with his own exclusively crafted Cedric Walters 2002 Poet of the Year Medallion.

Walters contributes his success to his family. His wife Carol, who Walters calls his biggest critic, actually submitted "Ex-Empire" to the contests. Walters says his five children, Khalilah, Vicki, Machael, Shantel and Micheal are his inspiration.

Walters joined the Secretary of State Archives and History Division, where he is currently employed as an Archivist Assistant, in August 1998.



RENAISSANCE FESTIVAL

Spring Festival Special for State Employees

Saturdays and Sundays - April 26 - June 8 Memorial Day - May 26 • 10:30 A.M. to 6:00 P.M.

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State Personnel Council

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Adult Tickets @ \$12.50 _____Children Tickets @ \$5.00

Name			
Dept.			
Work Number			

Deadline to order tickets is May 30, 2003

Submitted by The Employee Retirement System

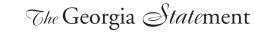
September 2002

Name	Years of Service	Department
Abbott III, Melvin E	30 yrs 02 mths	Ga. Dept of Corrections
Baxter, David E	34 yrs 00 mths	Ga. Dept of Transportation
Beecher, Barbara A	20 yrs 03 mths	Ga. Dept of Corrections
Belle Isle, A. Stephen	37 yrs 07 mths	Ga. Dept of Admin. Services
Benefield, James R	41 yrs 08 mths	Ga. Dept of Public Safety
Blankenship, Lewis Carroll	15 yrs 04 mths	Ga. Dept of Corrections
Blankenship, Arthur G	34 yrs 00 mths	Ga. Dept of Transportation
Boyd, Stanley J Branton, Catherine S	30 yrs 00 mths .34 yrs 00 mths	Ga. Dept of Transportation
Brinkley, Betty H	21 yrs 02 mths	Ga. Dept of Transportation DHR - Public Health
Brown, Annie Eva	34 yrs 00 mths	Ga. Dept of Human Resources
Brunot Jr, Felix R	34 yrs 00 mths	Ga. Dept of Transportation
Bryan, Tonia W	11 yrs 06 mths	CSB-Northeast GA Center
Bryant, Warren R	13 yrs 08 mths	Ga. Dept of Corrections
Burley, Josephine F	18 yrs 01 mths	State Courts
Burnette, John R	25 yrs 02 mths	Ga. Dept of Natural Resources
Burns, Richard Wayne	14 yrs 03 mths	Ga. Dept of Corrections
Cain, James A	13 yrs 05 mths	Ga. Dept of Human Resources
Campbell, Geneva G	34 yrs 00 mths	Dhr - Dfacs
Carlisle, Alfred Wayne Chapman, Thelma	30 yrs 01 mths 23 yrs 00 mths	Ga. Dept of Public Safety Ga. Dept of Labor
Choice, Bernice	29 yrs 00 mths	Ga. Dept of Human Resources
Clarke, Thomas Moore	10 yrs 05 mths	Department of Revenue
Cobbs, Louis Terry	11 yrs 01 mths	State Board Pardons & Paroles
Cody, Lillian M	30 yrs 01 mths	Ga. Dept of Human Resources
Cofield, John David	14 yrs 03 mths	Ga. Dept of Corrections
Cole, Benny L	34 yrs 00 mths	Ga. Dept of Transportation
Crowder, Carolyn B	15 yrs 09 mths	Dept of Technical & Adult Ed.
Crumbley, Albert	23 yrs 04 mths	Ga. Dept of Corrections
Curry, William H Debarry, Margaret N	34 yrs 01 mths 12 yrs 11 mths	Ga. Dept of Corrections Dhr - Bocop
Dennis, Juanita D	31 yrs 11 mths	Ga. Dept of Human Resources
Dixon, Betty Lee	28 yrs 06 mths	CSB - E. Central Georgia
Dorsey, Paula Huegle	23 yrs 05 mths	Dept. of Administrative Service
Duke, Jimmy Wallace	34 yrs 00 mths	Ga. Dept of Transportation
Dunn, Kenneth K	34 yrs 01 mths	Ga. Dept of Corrections
Durham, Elaine S	20 yrs 03 mths	Dhr - Dfacs
Edwards, Iris J	25 yrs 11 mths	CSB-Northeast GA Center
Fulcher, Lenda S Gandy, Robert Earl	30 yrs 06 mths 22 yrs 04 mths	DHR - Public Health Ga. Dept of Corrections
Gardner, Darrell L	32 yrs 00 mths	Ga. Dept of Agriculture
Giles, Nell W	31 yrs 00 mths	DHR - Public Health
Griffin, Lorraine C	32 yrs 00 mths	DHR - Public Health
Grisham, Marvin L	23 yrs 06 mths	Ga. Dept of Natural Resources
Haisten, Wanda J	14 yrs 07 mths	
Hall, Cloyd Knowlton	13 yrs 09 mths	Dhr - Dfacs
Hallman, James T	34 yrs 00 mths	Ga. Bureau of Investigation
Hancock, Brenda G	25 yrs 11 mths	Dhr - Dfacs
Hankins, Lois Cain Hardison, Sally R	11 yrs 04 mths 30 yrs 00 mths	Ga. Dept of Human Resources Dhr - Dfacs
Hice, Kathy H.	18 yrs 01 mths	Supreme Court
Hollinsworth, Wayne Leslie	10 yrs 00 mths	Georgia Technology Authority
Hollis, Tonja Lokey	18 yrs 01 mths	Ga. Dept of Labor
Hyer Jr, Richard E	30 yrs 00 mths	Ga. Dept of Education
Jackson, Eileen A.	34 yrs 05 mths	Dhr - Dfacs
James, Jimmie R	15 yrs 01 mths	Ga. Dept of Corrections
Jennings, Jannell W Johnson, Russell	12 yrs 07 mths 10 yrs 00 mths	Tax Officials Ga. Dept of Corrections
Johnson, James W	34 yrs 00 mths	Ga. Dept of Human Resources
Jones, Jesse	29 yrs 02 mths	Ga. Dept of Public Safety
Kelley-LaSalata, Karen E	22 yrs 02 mths	Department of Revenue
King, Elizabeth	10 yrs 00 mths	Ga. Dept of Education
King, Mary Ross	15 yrs 10 mths	DHR - Public Health

Kirkland Jr, James David	18 yrs 09 mths	Ga. Dept of Corrections
Lewis, William C	19 yrs 02 mths	Ga. Dept of Corrections
Little, Vendya L	31 yrs 00 mths	Ga. Dept of Corrections
Lovelace, Carolyn G	17 yrs 10 mths	CSB-Coosa Valley
May, Gracita E	11 yrs 10 mths	Ga. Dept of Human Resources
May, Margaret	34 yrs 00 mths	Ga. Dept of Human Resources
McKnight, Wanda D	25 yrs 00 mths	Ga. Dept of Corrections
McMichael, Terry M	23 yrs 08 mths	Dhr - Dfacs
Mims, Craig D	31 yrs 02 mths	Dept of Juvenile Justice
Mitchell, Welda M	12 yrs 05 mths	DHR - Public Health
Moore, Sally Elaine	13 yrs 04 mths	CSB-Cobb County
Moore, Mardessa E	27 yrs 03 mths	Ga. Dept of Education
Mullis, Rheta B	25 yrs 01 mths	CSB-GA Highlands
Nesmith, Ross E	25 yrs 00 mths	Ga. Dept of Corrections
Newman, Alice	34 yrs 00 mths	Ga. Dept of Human Resources
Newton, William Franklin	12 yrs 01 mths	DHR - Public Health
Osborne, Vera N	30 yrs 00 mths	Ga. Dept of Corrections
Parker, Rosia L	30 yrs 02 mths	Ga. Dept of Human Resources
Pasley, Kathy H	29 yrs 08 mths	Dhr - Dfacs
Paul, Barbara A.	25 yrs 01 mths	Georgia Technology Authority
Peters, John J	16 yrs 01 mths	Department of Revenue
Phillips, Diedre W	32 yrs 05 mths	Dhr - Dfacs
Pope Jr, Marion T	21 yrs 08 mths	Ga. Court of Appeals
Printup, Dora S	30 yrs 11 mths	Ga. Dept of Labor
Puckett, James R	26 yrs 10 mths	Ga. Dept of Corrections
Reed, David B	24 yrs 04 mths	Ga. Dept of Public Safety
Reeves, Suzanne W	15 yrs 00 mths	Ga. Dept of Corrections
Richardson, Jack L	.29 yrs 04 mths	Ga. Dept of Education
Runnion, David Alan	31 yrs 05 mths	Georgia Department of Law
Sanford, Dorothy	10 yrs 06 mths	Tax Officials
Sanford, Mary R	21 yrs 04 mths	CSB-Coastal
Sawyer, Ann Elmira	32 yrs 11 mths	DHR - Public Health
Scott, Daisy M	30 yrs 01 mths	Ga. Dept of Human Resources
Seagroves, Richard M.	34 yrs 00 mths	Secretary of State
Seaman, Judith Laura	15 yrs 01 mths	Dhr - Dfacs
Sievert, Alan John1	6 yrs 10 mths	DHR - Public Health
Simmons, Jacquelyn R	33 yrs 01 mths	Dhr - Dfacs
Smith, Anne G	12 yrs 10 mths	Superior Courts of Georgia
Smith, Dixie S	16 yrs 06 mths	Office of Planning and Budget
Smith, Patricia M	23 yrs 02 mths	DHR - Public Health
Smith, James P	29 yrs 09 mths	Ga. Dept of Human Resources
St John, William G	26 yrs 08 mths	Ga. Dept of Corrections
Stanley, Annette	30 yrs 09 mths	Ga. Dept of Human Resources
Sutton, Frank	34 yrs 01 mths	Ga Dept. of Motor Veh. Safety
Tedards, Tommy N	34 yrs 02 mths	Ga. Dept of Labor
Thurston, Thomas M	10 yrs 08 mths	Ga. Dept of Defense
Turner, Frederick Paul	13 yrs 10 mths	Ga. Dept of Corrections
Ward, Michael L	34 yrs 00 mths	Ga. Dept of Transportation
White, Mattie S	34 yrs 00 mths	Dhr - Dfacs
Williams, Barrie L	10 yrs 09 mths	Dept of Juvenile Justice
Williams, Carolyn D	16 yrs 10 mths	Georgia Building Authority
Woods, Lynda W	34 yrs 00 mths	Ga. Dept of Human Resources
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October 2002

Name	Years of Service	Department
Adams, Johnny R	22 yrs 11 mths	Department of Revenue
Baggett, Larry W	25 yrs 06 mths	CSB-Middle Georgia
Bailey, Rojene	30 yrs 02 mths	Ga. Public Telecom. Commission
Barber, Roy E	30 yrs 07 mths	Ga. Dept of Natural Resources
Bass, Emmie J	23 yrs 06 mths	Ga. Dept of Human Resources
Battles, Marie J	27 yrs 00 mths	Department of Revenue
Berksteiner, Dorothy L	28 yrs 01 mths	CSB-Coastal
Berryhill, Kathleen T	10 yrs 00 mths	Ga. Dept of Corrections
Best, Janet V	16 yrs 10 mths	Dept of Corrections
Bolen, Charles Eugene	10 yrs 10 mths	Ga. Dept of Corrections



Submitted by The Employee Retirement System

Boone, Henry B	10 yrs 01 mths	Ga. Dept of Transportation
Brett, Betty H	34 yrs 01 mth	Dhr - Dfacs
Brown, Janie L	24 yrs 02 mths	Ga. Dept of Labor
Cole, Bobby R	10 yrs 05 mths	Ga. Dept of Corrections
Cook, Clarence L	29 yrs 05 mths	Ga. Dept of Transportation
	34 yrs 02 mths	State Courts
Duke Jr, Jack W	•	
Esposito, Mary F	34 yrs 01 mths	Dept of Juvenile Justice
Fincher, Maurine L	10 yrs 01 mths	Ga. Dept of Corrections
Flowers-Brown, Gennie S	34 yrs 00 mths	Ga. Dept of Human Resources
Fountain Jr, Walter H	18 yrs 01 mths	Ga. Dept of Corrections
Fowler, Durward	30 yrs 00 mths	Ga. Dept of Corrections
Franklin, Willie Merle	28 yrs 01 mths	Ga. Dept of Human Resources
Garmany III, Wirt W	34 yrs 01 mths	Ga. Dept of Corrections
Gartrell, Henry J	30 yrs 00 mths	Dhr - Dfacs
Gatlin, James D	22 yrs 09 mths	Ga. Dept of Corrections
Gay-Fennell, Brenda Jo	27 yrs 11 mths	Ga. Dept of Corrections
Gleckler, Richard J	19 yrs 02 mths	Ga. Dept of Corrections
Griffeth, Randall E	34 yrs 01 mths	Ga. D
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Gunby, Carolyn V	34 yrs 01 mths	Dhr - Dfacs
Hadwin, Charles Ernest	12 yrs 10 mths	Ga. Dept of Corrections
Hale, Frances Gayle	16 yrs 02 mths	Dhr - Bocop
Halford, Linda M	20 yrs 09 mths	CSB-Albany
Haney, Ray W	18 yrs 03 mths	Ga. Dept of Corrections
Hogan, Donald Roy	21 yrs 08 mths	Ga. Dept of Public Safety
Hooker, Lettie Jean	34 yrs 00 mths	Georgia Technology Authority
Howe, Elizabeth	28 yrs 03 mths	Ga. Dept of Human Resources
Jackson, Mary Louise	14 yrs 11 mths	DHR - Public Health
Jeanes, Evelyn P	31 yrs 00 mths	Ga. Dept of Corrections
Johnson, Emmett D	34 yrs 03 mths	Ga.Dept. of Medical Assistance
Keadle Jr, Homer Haygood	34 yrs 00 mths	Ga. Bureau of Investigation
Lanier, Glenda B	24 yrs 06 mths	CSB-Pineland MH, MR, & SA
Lavette, Harold D	31 yrs 11 mths	Ga. Dept of Corrections
Lemons, Annette H	29 yrs 11 mths	Ga. Dept of Human Resources
Love, Wanda B	34 yrs 00 mths	Dept of Juvenile Justice
Madden, Mary Jane	10 yrs 00 mths	Ga. Dept of Corrections
Maloney, Ruby W	16 yrs 02 mths	Tax Officials
Marchman, Timothy H	24 yrs 11 mths	Ga. Dept of Human Resources
McGowan, William John	15 yrs 10 mths	Ga. Dept of Corrections
Moore, Dennis	32 yrs 05 mths	Ga. Dept of Human Resources
Myrick, James	29 yrs 03 mths	Ga. Dept of Human Resources
Naves, Peggy U	25 yrs 07 mths	DHR - Public Health
Otwell, Harold M	26 yrs 03 mths	Ga Dept. of Motor Veh. Safety
Palmer, Edward J	30 yrs 00 mths	Ga. Dept of Human Resources
	33 yrs 01 mths	
Peterson, Evelynar	•	Ga. Dept of Human Resources
Peterson, George C	30 yrs 02 mths	Ga. Dept of Human Resources
Rabon, James D	13 yrs 11 mths	Ga. Dept of Human Resources
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Rainwater, Sue Ellen	34 yrs 00 mths	Secretary of State
Reilly, Myrna M	15 yrs 03 mths	Ga. Dept of Natural Resources
Reilly, Myrna M Schuttner, Marie Elizabeth	•	Ga. Dept of Natural Resources CSB-DeKalb County
Reilly, Myrna M	15 yrs 03 mths	Ga. Dept of Natural Resources
Reilly, Myrna M Schuttner, Marie Elizabeth	15 yrs 03 mths 30 yrs 00 mths	Ga. Dept of Natural Resources CSB-DeKalb County
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S Tompkice L	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths 30 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety Ga. Dept of Human Resources
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S Tompkice L	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths 30 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety Ga. Dept of Human Resources
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S Tompkice L Tucker, Barbara	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths 30 yrs 03 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety Ga. Dept of Human Resources Ga. Dept of Corrections
Reilly, Myrna M Schuttner, Marie Elizabeth Scroggy, Gene A Sellers, Johnny Earl Sikes, Roy E Smith, Shirley L Stephens, Jimmie E Storey, Paula Vaughan Stratford, Michael Lee Taylor, Ann M Taylor, Lynn S Taylor, Michelle Bacon Taylor, Vernon D Thanos, Madeline Thomas, Scott S Tompkice L Tucker, Barbara Tyson, Robert L	15 yrs 03 mths 30 yrs 00 mths 12 yrs 09 mths 20 yrs 00 mths 24 yrs 03 mth 10 yrs 00 mths 28 yrs 05 mths 12 yrs 08 mths 13 yrs 06 mths 34 yrs 00 mths 30 yrs 03 mths 16 yrs 03 mths 15 yrs 01 mths 11 yrs 11 mths 10 yrs 03 mths 30 yrs 11 mths 10 yrs 03 yrs 11 mths D23 yrs 01 mths 34 yrs 00 mths	Ga. Dept of Natural Resources CSB-DeKalb County Ga. Dept of Corrections Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections Dhr - Dfacs Ga. Dept of Corrections CSB-Gwin/Rockdale/Newton CSB - E. Central Georgia Ga. Dept of Corrections Swainsboro Tech Institute Dhr - Dfacs Jekyll Island State Park Found DHR - Public Health Ga. Dept of Public Safety Ga. Dept of Human Resources Ga. Dept of Corrections Ga. Dept of Labor

Waters, Lee M	19 yrs 10 mths	Georgia Forestry Commission
Wellons, Sandra Perry	18 yrs 01 mths	Ga. Dept of Human Resources
White, Jack Hall	34 yrs 01 mths	Ga. Bureau of Investigation
Wilson, Earl	15 yrs 02 mths	CSB-Middle Georgia
Wood, Christine K	20 yrs 04 mths	CSB-Pineland MH, MR, & SA
Wright, Willene V	35 yrs 09 mths	Dhr - Dfacs
Wunjah, Betty S	30 yrs 00 mths	Ga Dept. of Motor Veh. Safety
Young, David E	24 yrs 07 mths	Ga. Dept of Corrections
Zorn, Robert Mann	12 yrs 00 mths	Ga. Dept of Corrections

November 2002

Name	Years of Service	Department
Adams, Kipp G	35 yrs 07 mths	Dhr - Dfacs
Adcock, Geraldine Rich	•	
Adkins, Mary E	34 yrs 01 mths	Ga. Dept of Human Resources
	34 yrs 02 mths	Ga. Dept of Labor
Amerson, Marie J	29 yrs 02 mths	Ga. Dept of Education
Bankole, Nusiratu Aduke Barber, Virgie B	10 yrs 01 mths	Ga. Dept of Human Resources
	34 yrs 01 mths 10 yrs 02 mths	Ga. Dept of Corrections Dhr - Dfacs
Bartels, Virginia Chase	19 yrs 04 mths	CSB-Ogeechee
Beasley, Ruby H Beasley, Dorothy Toth	14 yrs 05 mths	Ga. Court of Appeals
Beaty, Walter Tyrone	20 yrs 00 mths	Ga. Dept of Human Resources
Berenguer, Carlos M	28 yrs 05 mths	Ga. Dept of Human Resources
Bingham, Sandra B	10 yrs 01 mths	CSB-Gwin/Rockdale/Newton
Blackmon, Barbara M	16 yrs 05 mths	Ga. Dept of Corrections
Blair, Don H	30 yrs 02 mths	CSB-Peachbelt
Blandeburgo, Alexander	34 yrs 00 mths	Ga. Dept of Transportation
Boston, Doris E	31 yrs 02 mths	Ga. Dept of Human Resources
Bradshaw, Betty C	34 yrs 02 mths	Dhr - Dfacs
Brady, Patricia P	15 yrs 07 mths	Ga. Bureau of Investigation
Braly, Odene	10 yrs 00 mths	Ga. Dept of Labor
Brannon, Mary Magdalene	20 yrs 07 mths	State Board of Workers' Comp
Burgess, John M	17 yrs 11 mths	Ga. Dept of Corrections
Butler, Elizabeth G	16 yrs 04 mths	Ga. Dept of Natural Resources
Byce, Susie C.	34 yrs 00 mths	Dhr - Dfacs
Carey, Oliver L	34 yrs 00 mths	Ga. Dept of Transportation
Carr, Fleming D	28 yrs 04 mths	Ga. Dept of Corrections
Carter, Annie R	30 yrs 00 mths	Ga. Dept of Human Resources
Cason, Joseph Fairrell	18 yrs 02 mths	Department of Revenue
Cavanaugh, Gary Wayne	34 yrs 02 mths	Ga. Dept of Audits
Champion, Laura A	34 yrs 00 mths	DHR - Public Health
Childers, Julia B	21 yrs 03 mths	CSB-Coastal
Clark, Robert E	34 yrs 02 mths	Ga. Dept of Natural Resources
Clark, Anna B	16 yrs 10 mths	CSB-Dekalb
Cleveland, Mary B	34 yrs 00 mths	Ga. Dept of Human Resources
Coffey, Lynda G	34 yrs 00 mths	CSB-GA Highlands
Collins, Grace D	29 yrs 00 mths	Ga. Dept of Labor
Collum, Diane P	34 yrs 02 mths	CSB-Dekalb
Cone, Jennifer E	35 yrs 09 mths	Dhr - Dfacs
Cook, Roger W	34 yrs 00 mths	Ga. Dept of Transportation
Cook, Kenneth Ray	28 yrs 02 mths	Ga. Dept of Community Affairs
Cooper, Paul M	28 yrs 00 mths	Ga. Dept of Transportation
Cornell, Wilbur R	34 yrs 01 mths	Dhr - Dfacs
Crowe, Michael P	34 yrs 01 mths	Ga. Dept of Transportation
Cunningham, Clifford Lee	31 yrs 08 mths	Dept of Juvenile Justice
Damsgard, Sharon W	30 yrs 00 mths	Ga. Dept of Human Resources
Darby, William M	34 yrs 00 mths	Ga. Dept of Transportation
Dasher Jr, Leland E	34 yrs 02 mths	Ga. Dept of Transportation
Davis, David Allen	11 yrs 03 mths	Ga. Dept of Labor
Davis Jr, Bert	33 yrs 07 mths	Ga. Bureau of Investigation
Deal, Cary T	34 yrs 01 mths	Ga. Dept of Natural Resources
Dixon, Edna S	26 yrs 03 mths	Ga. Dept of Corrections
Dixon, Joseph N	18 yrs 05 mths	Ga. Dept of Corrections

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TOTAL REWARDS/TOTAL COMPENSATION

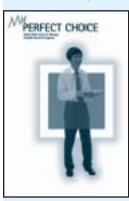


What's New in Health

The State Health Benefit Plan (SHBP) has made a few benefit changes for the upcoming Plan year that are designed to maintain both the

quality of health care services for our members and the fiscal integrity of the Plan. See the 2003-2004 Health Plan Decision Guide for Plan changes that are effective July 1, 2003. The following is a summary of changes effective July 1, 2003:

The monthly out-of-pocket spending limit



for generic and preferred brand name prescription drugs will become a quarterly (three calendar months) out-of-pocket spending limit with new maximums as described below

• If your individual combined co-payments for generic drugs and preferred

brand-name drugs in any quarter reaches \$300, you will not be charged additional copayments for generic and preferred brandname drugs for the rest of that quarter.

• If you have family coverage and your family's combined co-payments for generic drugs and preferred brand-name drugs in any quarter reaches \$600, you and your dependents will not be charged additional co-payments for generic and preferred brand-name drugs for the rest of that quarter.

Prescription drug co-payments that are effective July 1, 2003 will be prorated according to the amount of drug dispensed if the amount dispensed is less than "standard supply" for the prescription. The standard supply is the quantity of the prescription the Health Plan covers for one co-payment, which could be based on a specific number of days, pills, vials, inhalers, packages, etc. For example, if your pharmacist dispenses a 15-day supply of a generic drug and the standard supply for the drug is 30 days, then your co-payment will be one-half of \$15, or \$7.50. Also, when you return to the pharmacy to receive the balance of your prescription, you would pay another \$7.50.

For Indemnity and PPO Option members: Coverage of specific osseous surgeries for the treatment of periodontal disease will be discontinued. Refer to your dental plan documents for information on available coverage for the treatment of periodontal disease.

Notes: Co-payments for non-preferred brand-name medications do not count toward the quarterly out-of-pocket limit. If you choose a brand-name drug when a generic is available, only the \$15 generic co-payment will be applied toward the quarterly out-of-pocket limit. Quarters coincide with the State's fiscal year, which begins every July 1.

For HMO Option members:

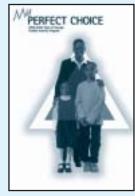
• The CIGNA and UnitedHealthcare service areas will change. See the 2003-2004 Health Plan Decision Guide for an updated list of specific counties in the approved service areas. If you will become ineligible for coverage under your current HMO due to a discontinuation of services in your county,



you must select another available Plan option during the Open Enrollment Period. If you do not select another available option, you and your covered dependents, if any, will be transferred automatically to the PPO Option

effective July 1, 2003.

• For Blue-Choice HMO, the co-payment for urgent care services is changing and allergy services will be subject to a per-visit co-payment. See the 2003-2004 Health Plan Decision Guide for specific information.



What's New in Dental

Effective July 1, 2003 United Concordia is the "new" dental carrier for the Regular and PPO options. (Plan design remains the same)

• United Concordia's Customer Service toll free number is 1 (866) 215-2356 and the web site is www.ucci.com/was/ucciweb/clients/ georgia.jsp

Along with the metropolitan Atlanta, Augusta, Columbus, Macon, and Savannah areas, the PPO option will be offered in the Valdosta area.

Important Information about the Prepaid Option

Effective July 1, 2003 CIGNA is the "new" dental carrier for the Prepaid Option. (Plan design remains the same)

- CIGNA's Dental Member Services toll free number is 1 (800) 642-5810 and the web site is www.cigna.com.
- Prepaid is available for employees who live in the metropolitan Atlanta area.

Review your 2003-2004-enrollment booklet for information on all the available benefits and how they may meet your particular needs. Don't miss this Open Enrollment opportunity to add or change your benefits for the new Plan year.

otal Compensation/Total Rewards Package combines direct pay compensation with the value of the state's benefits and worklife options. In addition to direct pay, state employees receive indirect compensation of significant worth in key areas such as health benefits, a flexible work environment, retirement, security options that includes life insurance and short- or long-term disability, and a variety of work life conveniences. Total Rewards is designed to help state employees understand the opportunities and programs available to them while working for the state of Georgia. It signifies a positive workplace that invests in its workforce. It establishes a win-win partner-ship that is important to the quality and success of the state's programs and services.

DIRECT PAY

Base Salary: There was a time when base pay was the foundation of the entire pay solution. But in today's work environment, people work for more than cash compensation. Of course monetary compensation is still important and in the past few years, Georgia has made significant progress in this area. In 1996, 20 percent of our workforce was at salaries below the official "hiring salary" for their jobs. Since FY 1999, more than 16,000 employees were brought up into their established pay range and in FY 2002 and 2003, hiring salaries gained on the market through structure adjustments.

Incentives/Bonus Awards: The state of Georgia provides for the establishment of employee incentive awards programs and incentive compensation plans, in accordance with Georgia Statute 45-21-2, to encourage state employees to improve the operation and perception of state government. The incentive award program provides for awards to employees for extraordinary achievements. This may include acts of heroism or innovative solutions to problems. There are four types of incentive compensation programs: a hiring program, a training and education program, a goal based program, and a performance based program. The fourth program was implemented in FY2002 with PerformancePlus. This program provided performance based incentives for employees who exceeded performance expectations.

• Employee Suggestion Program (ESP): The ESP encourages employees to make suggestions for improving state government operations through increasing its effectiveness and efficiency and saving taxpayer dollars. Suggestions that result in tangible and intangible savings could result in a monetary reward and recognition. Suggestions may be submitted on-line at www.gms.state.ga.us/employee/esp and alternative methods of submission are provided for disabled employees.

BENEFITS

State Health Benefit Plan: Eligibility for health care benefits is one of the most valued employer provided benefits. The premium for medical coverage is competitive. Whether you elect health coverage or not, the state contributes to the State Health Benefit Plan on your behalf. In fact, for full-time employees, the state of Georgia pays 13.10 percent of your salary towards health benefits. That adds about \$2 to state employees average hourly rate.

The Flexible Benefits Program: Employee benefits have been around for centuries. Did you know that the Plymouth Colony settlers had a military retirement program? It seems that an employee's desire for a good benefit package has not changed. The state of Georgia Flexible Benefits Program reflects these outcomes and more. Georgia's program provides a large and varied uniform set of benefits for eligible state of Georgia employees. And because the state has over 90 thousand benefits eligible employees, competitive premiums can be obtained for the various options. Plus, state employees can save even more when choosing benefits with pre-tax premiums. State employees benefit from pre-tax premiums because they reduce their taxable income and their taxes. By electing to pay pre-tax, employees do not have any federal, state, or

FICA taxes withheld on the money from their paycheck used to pay for the benefit options. As a result, employees have more take home when compared to paying the same premiums with after-tax dollars. Benefit options on a pre-tax basis include:

- Employee Life & Spouse Life and Child Life Insurance: State employees have an opportunity to select insurance protection at up to five times the employees' salary. Additionally, state employees have the option of spousal and dependent coverage as well. Spouse Life insurance premiums are based on the coverage level and employee age. Spouse coverage options are \$6,000, \$12,000, \$30,000, \$60,000, or \$100,000. Options for Child Life coverage are \$3,000, \$6,000, \$10,000, \$15,000 or \$20,000. Employees may not be eligible for some levels of Spouse or Child Life and coverage can not exceed 100 percent of the employee's life insurance coverage.
- Accidental Death & Dismemberment (AD&D) Insurance: In addition to the security offered from life insurance under the state of Georgia's benefit plan, state employees may also choose the added security of AD&D insurance offered at five coverage levels. Coverage levels are available at one to five times the employee's benefit salary. It provides further financial security for an unforeseen death or injury that is covered by the plan.
- Health & Dependent Care Spending Accounts: Participants of this plan can save precious tax dollars on eligible health related treatment that is not paid by health insurance. Consider the amounts of health care expenses like deductibles and co-pays, prescription medication, eye exams & eyeglasses or dependent care expenses like before and/or after school care for a child (under age 13) or care for an elderly dependent parent. When employees choose to set aside pre-tax dollars in one or both of these accounts administered by the state of Georgia, it's like getting a tax rebate every time they're reimbursed from the account(s). For further information on potentially eligible expenses, see IRS Publications 502 & 503, available at your personnel or payroll office, your local library or IRS office, or at www.irs.gov/prod/forms_ pubs/pubs.html.
- Short- & Long-term Disability
 Insurance: Employees desire benefits
 that provide financial security. The
 short-term disability and Long-term
 disability options help provide income
 protection against the unexpected.
- Dental Insurance: State employees may select dental insurance coverage at low premiums. Various dental services are provided in the State's plan including preventive care and regular maintenance.

Both single and family coverage is offered. Employees who live in Metro Atlanta may also elect the plan's prepaid dental option.

Vision Insurance: State employees have the option of numerous eye care services if they choose the vision coverage offered under the Flexible Benefits Program Spectera Vision Plan. Services are provided by various eye care providers participating in Spectera's Network.

Retirement: Unlike most private sector employers, the state offers a defined benefit pension plan, which provides greater security of retirement income. After ten years of creditable service, a state employee becomes eligible for a future retirement income based on years of service and salary. Obviously, the longer an employee works for the state, the higher their retirement income can be. Each payday, the state of Georgia contributes toward future retirement benefits for state employees. State employees also make a contribution to that retirement benefit. But the state's contribution adds approximately \$1.63 to the average hourly salary of a state employee if the contribution were added to the employee's

• Group Term Life Insurance: A por tion of the retirement contribution is used to purchase life insurance for state employees. If employees are under age 60, life insurance coverage is equal to 18 times the monthly salary. If employees are age 60 or older, base insurance freezes at 18 times the monthly salary at age 60.

Peach State Reserves: Peach State Reserves, the Georgia Retirement Investment Plan, is a program offered to state employees by the state of Georgia that provides an opportunity to save for retirement while reducing current taxable income and accumulating

Although the current bear market may make some people wary of investing in the stock market, others consider the current market an excellent buying opportunity, with the rewards to come in the future when the market rebounds and the shares they have purchased today at low prices increase their value.

tax-deferred savings. Peach State Reserves offers two Deferred Compensation/Defined Contribution Plans for employees: a Section 401(k) Plan and a Section 457 Plan. Regulated by Congress, deferred compensation/defined contribution plans allow employees to put aside a portion of their pay before state or federal income taxes are deducted. As a rule, income taxes are not paid on either contributions to the Plan, or any earnings or dividends that the investments generate, until money is taken out of the Plan. This means that a Plan account can grow sheltered from income taxes (not Social Security taxes). For people who don't want to invest in the stock market, the Plan offers a stable value option (the Fixed

Income Option) that provides a guaranteed rate of return (updated quarterly) and does not invest in the stock market. For those who do wish to invest in the stock and bond markets, there are 17 mutual funds that provide a broad range of investment styles (also called "asset classes"), including growth and value stocks; small, medium and large company stocks; and combinations of stocks and bonds. The intent is to offer state employees the opportunity to build financial security for retirement or for other long-term needs above and beyond what a basic pension or retirement plan may offer.

Deferred Compensation/Defined Contribution Plans were designed by the Internal Revenue Service for retirement savings, not for emergency expenses or financial hardship. Thereore, withdrawals are very difficult to qualify for prior to separation from state service.

OTHER MANDATED BENEFITS

Social Security Benefit: You pay 6.2% of your salary (up to \$87,000) toward future Social Security retirement benefits. The state matches your payment on a dollar-fordollar basis.

Your Medicare Benefit: In addition to the contribution to the State Health Benefit Plan (SHBP), your employer contributes to your future Medicare coverage. The state matches, dollar-for-dollar, the 1.45% deduction from your salary for Medicare coverage.

Unemployment, Workers' Compensation & Liability Insurance: The state also pays the full cost of several benefits, such as Unemployment Insurance (statewide aver-

age of \$25.00 per position per year) and Workers' Compensation (statewide average of \$633.00), which may provide income to

you if you lose your job, or if you are unable to work due to job related injuries. Liability insurance is provided to protect you from personal liability arising from certain job-related incidents. Liability insurance coverage was provided at no cost to agencies this year because state insurance reserves were adequate to cover the cost of the program.

WORK LIFE ISSUES

Total Rewards also includes a broad array of non-monetary, but extremely important, rewards that we place under the general umbrella of quality of work/life (QWL).

Paid Time Off (PTO): State employees are eligible for 12 paid holidays and a minimum total of 30 days of annual and sick leave each year. The value of these days can be determined by dividing the employee's annual salary by 260 (actual workdays in a calendar year). According to recent studies by Williams J. Mercer and Hewitt and Associates and WorldatWork, Georgia's PTO benefit exceeds private sector averages.

Flexible Time

In the 1999/2000 Supplemental Survey of Top Performing Employees (Watson Wyatt Worldwide) and in the Fortune 100 Best Companies to Work For (Fortune Magazine, January 20, 2003), flexible time was identified as essential in attracting and retaining key talent. There are three types of flexible work schedules for state agencies to consider for their employees. Offerings vary by agency.

 Flexible Work Schedule: Flexible starting and ending times while meeting



If you pay for someone to care for your dependent who is incapable of self-care, then you may be interested in opening a Dependent Care Spending Account.

Pre-tax dollars from your paycheck to cover care for your love one, including adult day care, prescription drugs, and other related expenses.

Call 1-800-893-0763 for details.



Administered by the Georgia Merit System.

- agency core hours. Starting times may be fixed or float, depending on agency needs.
- Alternative Work Schedule: A work (usually 2 weeks) that results in an additional day off during the same work period.
- Compressed Work Week: Generally four 10-hour days with the forty-hour work week being achieved in four work days.

Performance Management: Effective performance management that is fair, broad based and recognizes employees' significant contributions is critical to any employer of choice. Over the last several years the state has invested significant resources in training managers in the performance management process. During FY 2002 alone, nearly 700 managers received performance management training. In 2003, we look to the implementation of Georgia Statute 45-21-2, discussed under Incentive Award and Compensation Programs to provide monetary rewards for extraordinary achievements and for valuable skills attainment.

The Employee Assistance Program (EAP)/Wellness Program: The EAP and Wellness Programs were created to help maintain employee productivity by offering services that include early intervention and prevention. Benefits include reduced cost in workers' compensation claims, medical claims and absenteeism.

- The Wellness Program: Promotes healthy lifestyles and improves physical and mental health through various activities. Wellness pro grams help you start and maintain a healthy lifestyle. Many programs are free or available for a minimal charge to spouses and Plus One Persons (Plus One individual or domestic partner). In some cases, there is low cost to the employee. All events are voluntary and health information is confidential. Programs include a health education program, annual blood screenings, on-site fitness centers or corporate rates for fitness centers in some locations, race sponsorships and nutrition consultation. Other programs include a customized fitness program, flu shots and health fairs offering bone density
- The Employee Assistance Program: Available
 to employees and their eligible dependents.
 The program provides confidential, professional direction for personal problems and helps
 retain valuable employees by preventing or
 resolving problems through early identification
 and treatment.

Flex-Trans: Pre-tax transportation, is offered to state employees in the metro-Atlanta area through payroll deduction under IRC Section 132, "Qualified Transportation Fringe Benefits," to pay for vanpooling, mass transit, and parking fees. Contact your personnel or payroll office concerning eligibility for this benefit.

Telework: As a component of the Total Rewards program, telework is a management option that allows eligible employees to work at home or other remote location for one or more days per week, month, or selected time period.

A telework pilot has been completed based on data reported during the pilot program in 2002, employees teleworking 30 days per year could have the following positive impacts on the quality of life for Georgians:

State Telework	Projected Annual Average per Teleworker	Annual Projection 1,000 Teleworkers
# Teleworkers	1	1,000
Miles Saved	1,780	1,780,000
Pollutants Saved (In Pounds)	1,527	1,527,000
Travel Expense Savings (\$)	571	571,000
Drive Time Savings (Hours)	52	52,000
Total Telework Days	30	30,000

Georgia hired a state telework coordinator to provide information and training services to state agencies concerning the Telework initiative. For more information, contact your Telework Agency Coordinator or Personnel Office for questions about Telework or visit the Georgia Merit System Website at www.gms.state.ga.us

What do state employees have to say about their teleworking experience? A recent survey revealed:

When asked, "Has teleworking changed how you feel about your job?", employees surveyed responded:

- I like my job more and I enjoy teleworking. I don't have to deal with traffic every day.
- It has made my time seem more purposeful and well spent.
- It is nice to be in the home environment and without office interruptions.
- The time used to travel back and forth to work can now be spent completing tasks.
 These are the hours in which I am at my best.
- It shows that management is really concerned about your work-life balance and productivity.
- I was able to bring my materials home and work without the office interruptions, stress of traffice, and be more productive. I was able to see an immediate increase in my daily productivity in processing paperwork.

Managers of participating teleworkers responded to the question, "What do you feel were the most successful aspects of teleworking?"

- Trust between the worker and manager
- It wasn't much trouble. My team members liked it, and they want more.
- More work is completed and staff are happier.
- Work productivity has increased for some. Some have been very motivated to insure that teleworking will continue.
- The team is more content with their jobs and no one mentions finding work closer to home.

Do employees want to continue teleworking? 96 percent say yes!

Training and Organizational Development: Another component of Total Rewards is training and development. Training and development involves opportunities for meaningful work and support for continued knowledge growth and competency development. The state of Georgia offers a variety of training and development opportunities to further develop essential talent to serve the citizens of Georgia. General and specialized training is available at both the state and local level through various media including classroom instruction or e-learning.

To assist agencies in providing the workforce with developmental opportunities, the Georgia Merit System Training and Organization Development Division offers a variety of training and development programs. Information about enrolling in Merit System training programs is available from agency training directors and the GMS Web site.

DEPARTMENT OF TRAINING COURSE LISTING

MAY				
Course	Date	Fee	Location	
Managing Conflict in the Workplace	5/29/2003	\$60	Columbus	
Fundamentals of the GA PMP	5/20-21/2003	\$21	Columbus	
Sharpening Your Proof- reading Skills	5/20-22/2003	\$200	Decatur	
Your Supervisory Roles and Responsibilities: An Introduction	5/20/2003 5/28/2003	\$45 \$45	Macon Tennile	
Fundamentals of Leadership	5/20/2003	\$45	Macon	
Dealing with Difficult Employee Behavior	5/20/2003 5/21/2003	\$60 \$60	Thomaston Thomaston	
Legal Issues for Supervisors	5/28/2003	\$45	Tennile	
Time Challenges - Time Solutions	5/28/2003 5/29/2003	\$60 \$60	Thomaston Thomaston	
	JUNE			
The 4 Roles of Leadership: Executive	6/3/2003	\$0	Macon	
Meeting Customer Needs	6/4/2003	\$60	Decatur	
Managing the Troubled Employee	6/5/2003	\$60	Tifton	
Performance Management Tools (PMTools)	6/9/2003	\$60	Atlanta	
Fundamentals of the GA PMP: An E-Course	6/9/2003	\$0	Decatur	
Your Supervisory Roles and Responsibilities: An Introduction	6/9/2003 6/11/2003 6/16/2003	\$45 \$45 \$45	Macon Atlanta Macon	
Fundamentals of Leadership	6/9/2003 6/16/2003	\$45 \$45	Macon Macon	
The GA PMP: An Overview (E-Course)	6/10/2003	\$0	Decatur	
Make an Effective Presentation	6/10-13/2003	\$275	Macon	
Legal Issues for Supervisors	6/11/2003	\$45	Atlanta	
Recognizing and Avoiding Sexual Harrassment in the Workplace	6/13/2003	\$45	Decatur	
Fundamentals of the GA PMP	6/17-18/2003	\$21	Albany	
Human Relations Skills for Secretaries	6/17-18/2003	\$120	Decatur	



Public Employee Recognition Week: This program celebrates the achievements of government employees who make significant contributions in areas such as customer service, community service, innovations, safety, heroism, teamwork, leadership, and faithful service. In May 2001

the Public Employee Recognition Week was reinstituted after a hiatus of more than a decade. This gala event celebrates and values state employees nominated by their supervisors and colleagues who go above and beyond the normal call of duty to support the citizens of this great

state. A formal ceremony is held to honor those awardees selected for their unique achievements, unswerving devotion and dedicated service.

EMPLOYEE RECOGNITION NOMINEES

Name	Agency
Mary Fleming	Glynn Co. Health Dept.
Robert L. Michael Jr.	Emanuel Co. Health Dept.
Georgia Environmental Facilities Authority	Ga. Environ. Facilities Authority
Corporal Michael G. Barr	Dept. of Natural Resources
John Ballard	Dept. of Law
Claudette Griffith	Dept. of Defense

CUSTOMER SERVICE

Carla Blanks Dept. of Administrative Services Kimberly Jones Dept. of Corrections Sandy Bryan Dept. Public Safety Dept. of Human Resources Jane K. Stitcher Donita Glover Dept of Motor Vehicle Safety Gayle Wright Dept. of Agriculture Kathy Singletary Dept. of Revenue

Richard Sawyer Georgia World Congress Center

SAFETY	
Name	Agency
Bainbridge Plant	Dept. of Labor
GSP PIT Maneuver Program	Dept. of Public Safety
Kathleen Toomey	Dept. of Pardons & Parole
DMVS School Bus Inspectation Team	Dept. of Motor Vehicle Safety
Key Points Team	Dept. of Agriculture
Alan Davis	Georgia World Congress Cente

INNOVATIONS

Florence V. Rushing	Houston Co. Health Dep.
Charlene Keitt	Dept. of Community Health
Truman Boyle	Dept. of Public Safety
Laura Lee	Dept. of Human Resources
License Automated Renewal Team	Dept. of Motor Vehicle Safety
Cindy Reittinger	Dept. of Natural Resources
John Jurkiewicz	Georgia World Congress Center

HEROISM

Name	Agency
Lori Clayton & Bill Hellerstedt	Dept. of Corrections
Barbara Hastings	Dept. of Human Resources
David Annable	Dept. of Transportation

COMMUNITY SERVICE

Name	Agency
Thomas Baker	Dept. of Defense
Stan Ayer	Dept. of Corrections
Thompson A. Yogi Peeples	Georgia State Patrol
Taunya Lowe	Dept. of Human Resources
Region 1	Dept. of Motor Vehicle Safety
Brian Hill	Georgia World Congress Center
Dessie Womac	Dept. of Transportation

LEADERSHIP Name Agency

_ 101	8)
Mike Cannon	Catoosa Co. Health Dept.
West Central Health District	West Central Health District
Pardons & Parole Field Division	Pardons & Parole
Vaughn Andrews	Atlanta Probation
Chris Chester	Bartow Co. Environ. Health
Wade Miller	Dept. of Community Health
Derrick Schofield	Dept. of Corrections
Tara Cochran	Dept. of Public Safety
Carole Jakeway	Dept. of Hurman Resources
Shelia S. Miracle	Dept. of Motor Vehicle Safety
Raymond J. Deluca	Dept. of Agriculture
David Waller	Dept. of Natural Resources
Carol Cantrell	Dept. of Revenue
Lloyd Powell	Dept. of Transportation
Elizabeth Robertson	Ga. Environ. Facilities Authority

TEAM

Name	Agency
Most-In Need	Haralson Progressive Industries
Finance Department	Ga. Environ. Facilities Authority
Diversity Initiatives Committee	Dept. of Labor
GA National Fairgrounds & Agricenter	Ga. Agricultural Exp. Authority
165th Airlift Wing Fire Department	Dept. of Defense
GA Visitor Information Specialists-	Dept. of Indus., Trade & Tour.
Kingsland Team	
Probation Training Unit	Dept. of Corrections
Eligibility Specialists	Dept. of Juvenile Justice
MHN Implementation Team	Dept. of Community Health
Specialized Collision Recon. Team	Dept. of Public Safety
Craft of Effective Cust. Service Team	Dept. of Human Resources
Crash Report Recovery Project Team	Dept. of Motor Vehicle Safety
Farmers & Con. Mkt. Bulletin Staff	Dept. of Agriculture
Atlantic Steel Cleanup and Redevelop. Team	Dept. of Natural Resources
Rural Fire Defense Program Team	Forestry Commission
GMS State Employee Orientation Video	Georgia Merit System
Public Relations Team	Georgia World Congress Center

FAITHFUL SERVICE - 40 Years of Service

THITH CE CERVICE	to rears or service
John H. Smith	Public Health District 8, Unit 2
Alfred L. Evans, Jr.	State Law Department

This year, in recognition of Public Employee Recognition Week:

- State employees will have a special message printed on their April 30th pay stub.
- State employees will receive a Public Employee Recognition Week announcement letter from Governor Sonny Perdue expressing his appreciation to state employees for their work and service to the people of Georgia.
- ❖ Governor Perdue will sign a gubernatorial proclamation establishing Public Service Recognition Week in Georgia on May 7th.
- ❖ Governor Perdue will serve as keynote speaker at a special awards ceremony in the James H. "Sloppy" Floyd Memorial Building in Atlanta. Governor Perdue will also honor statewide nomination winners at this ceremony. State employees not in attendance will have the opportunity to view the ceremony via video on the GMS web site.
- A Wellness Fair for state government employees will be held on May 9th in the James H. "Sloppy" Floyd Memorial Building, West Tower in Atlanta.

Many people who are employed by the state of Georgia do it for reasons far beyond the compensation package offered to them. But overall, when you add it all up, Total Compensation/Total Rewards is just one of many reasons state government is a Great Place to Work.



Submitted by The Employee Retirement System

D 1 . III.	12 01 1	T 000:1
Dodson, Helen	12 yrs 01 mths	Tax Officials
Domingue, Chester P	14 yrs 02 mths	Dhr - Dfacs
Ebner, Sara Jane	20 yrs 00 mths	Ga. Bureau of Investigation
English, Jane Allison	20 yrs 11 mths	CSB-Costal
Farmer, Nancy W	25 yrs 03 mths	Ga. Dept of Labor
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Fitzgerald, James M	34 yrs 00 mths	Ga. Dept of Corrections
Flury, Mary Frances	10 yrs 01 mth	sGa. Dept of Labor
Ford, Phyllis M	23 yrs 07 mths	Ga. Dept of Corrections
Foster, Debra K	30 yrs 00 mths	Dept of Juvenile Justice
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Fowler, Susan A	29 yrs 03 mths	Ga. Dept of Labor
Fraser, Doris M	14 yrs 04 mths	Ga. World Congress Center
Garvin, Julia H	34 yrs 01 mths	Ga. Dept of Human Resources
Gibbs, Randall	30 yrs 00 mths	CSB-Middle Georgia
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Gilbert, Donna G	34 yrs 03 mths	Dhr - Dfacs
Gilmer, Henry L	38 yrs 08 mths	DHR - Public Health
Gregory, Gary W	34 yrs 01 mths	Office of Planning and Budget
	34 yrs 01 mths	Ga. Dept of Transportation
Guy, Joel E	•	•
Haga, Sandra A	34 yrs 00 mths	Department of Revenue
Hall, Hershel D	16 yrs 09 mths	Ga. Dept of Transportation
Hancock, Ruby G	26 yrs 03 mths	CSB-South Ga
Hankerson, Delores	34 yrs 00 mths	Ga. Dept of Corrections
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Hansford, Mary A	34 yrs 01 mths	Dhr - Dfacs
Harden, James V	34 yrs 02 mths	DHR - Public Health
Hardin, Paula S	19 yrs 09 mths	DHR - Public Health
Hargrove, Sarah M.	30 yrs 01 mths	Ga. Dept of Human Resources
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Harris, Carol E	34 yrs 04 mths	Ga. Dept of Human Resources
Harrison, John Jackson	34 yrs 00 mths	Ga. Dept of Corrections
Harvey, Kenneth James	20 yrs 10 mths	Ga. Dept of Corrections
Hatfield, Christina R	28 yrs 04 mths	Ga. Dept of Human Resources
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Hawkins, Carolyn F	34 yrs 01 mths	DHR - Public Health
Hawkins, Jerry P	34 yrs 00 mths	Ga Dept. of Motor Veh. Safety
Hayes, Vivian I	33 yrs 02 mths	Ga. Dept of Human Resources
Haywood, Rosetta Z	34 yrs 01 mth	Ga. Dept of Human Resources
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Heard, Geraline L	34 yrs 01 mths	Ga. Dept of Education
Hembree, S Diane	19 yrs 10 mths	Ga. Dept of Agriculture
Hendrix, William A	30 yrs 04 mths	Ga. Dept of Transportation
Hewitt, Patricia P	34 yrs 01 mths	Dhr - Dfacs
Hicks, K Rodney	34 yrs 01 mths	Ga. Dept of Human Resources
Hightower, Linda D	29 yrs 00 mths	Ga. Dept of Corrections
Hilburn, Yvonne M	33 yrs 05 mths	State Board Pardons & Paroles
Hill, Emma L	30 yrs 02 mths	Ga. Dept of Human Resources
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Hill Jr, Harvey Lee	15 yrs 06 mths	Ga. Dept of Natural Resources
Hitchens, Norma M	18 yrs 11 mths	GA. Industry, Trade & Tourism
Hollis, Sandra E	34 yrs 00 mths	Dhr - Dfacs
Hooks, Harriett G	32 yrs 01 mths	Dhr - Dfacs
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Horton, Beatrice H	34 yrs 00 mths	Dhr - Dfacs
Howard, Howell D	34 yrs 03 mths	Ga. Dept of Transportation
Huffman, Andrea H	25 yrs 07 mths	Ga. Dept of Human Resources
Hutchins, Annie K	34 yrs 01 mths	Ga. Dept of Human Resources
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Irvin, Bruce Thomas	34 yrs 02 mths	Ga. Dept of Transportation
Ivey Douglas, L	26 yrs 02 mths	Georgia Building Authority
Jenkins, Frankie W	34 yrs 05 mths	Ga. Dept of Human Resources
Johnson, Edwin E	34 yrs 10 mths	Dept of Juvenile Justice
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Johnson, Willie A	30 yrs 01 mths	Ga. Dept of Human Resources
Johnson, Beverly Ann	25 yrs 01 mths	Ga. Dept of Revenue
Johnson, Jefferson F	19 yrs 11 mths	Ga. Dept of Human Resources
Johnson, Doll	16 yrs 08 mths	Ga. Dept of Transportation
Johnson Sr, Charles Winfield		*
	•	Ga. Dept of Transportation
Jones, Hattie W	34 yrs 02 mths	Ga. Dept of Corrections
Jones, Duane Cleve	20 yrs 00 mths	Ga. Dept of Human Resources
Jordan, Anita H	34 yrs 01 mths	Ga. Dept of Labor
Kidd, Sarah L	•	
	30 yrs 00 mths	Ga. Dept of Human Resources
Kimbrell, Thomas G	34 yrs 03 mths	Ga. Dept of Human Resources
Kopesky, Robert W	34 yrs 00 mths	Georgia Technology Authority
Lambert, Dorothy	12 yrs 10 mths	Ga. Dept of Human Resources
Lane, Catherine C	26 yrs 06 mth	Dhr - Dfacs
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Langston, Mary E	15 yrs 00 mths	Ga. Dept of Human Resources

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Larson, Ernest W	18 yrs 02 mths	Ga. Dept of Natural Resources
Layfield, Vickie S	34 yrs 00 mths	Ga. Dept of Human Resources
Leberiaga, Patricia S	28 yrs 01 mths	Ga. Dept of Human Resources
Lewis, Ronnie	34 yrs 01 mths	Ga. Dept of Transportation
Lewis, Jean Irene	31 yrs 02 mths	Dhr - Dfacs
Livingston, Dennis R	34 yrs 00 mths	State Board Pardons & Paroles
Livingston, Cynthia M	29 yrs 03 mths	Ga. Bureau of Investigation
Loggins, Beverly M	34 yrs 01 mths	Ga. Dept of Natural Resources
Long, Janet Blanche	26 yrs 05 mths	State Board of Workers' Comp
Lynch Jr, Graham Robinson	34 yrs 00 mths	Ga. Dept of Audits
Mack, Louise	22 yrs 03 mths	Ga. Dept of Human Resources
Maddox, Anita J	34 yrs 02 mths	Ga. Dept of Labor
Maney, Milus Bruce	34 yrs 03 mths	Ga. Dept of Transportation
Mangham, Paula Wynn	15 yrs 11 mths	DHR - Public Health
Mathis, James Willie	10 yrs 02 mths	Ga. Dept of Transportation
Maynard, Anita S	31 yrs 08 mths	Dept. of Administrative Service
Mayo, Nancy J	34 yrs 02 mths	Ga. Dept of Labor
McClure, Kathy Elaine	29 yrs 04 mths	DHR - Public Health
McCrary, Alan L	18 yrs 09 mths	Ga. Dept of Corrections
McDaniel, Shirley Jean	28 yrs 07 mths	Ga. Dept of Human Resources
McDonald, Barbara S	30 yrs 01 mths	Ga Dept. of Motor Veh. Safety
McJunkin, Claude L	34 yrs 00 mths	Ga. Dept of Transportation
Mesimer, Ronnie A	34 yrs 00 mths	Ga. Dept of Audits
Mills, Carolyn S	34 yrs 01 mths	Office of Planning and Budget
Mixon, Rufus J	31 yrs 08 mths	Ga. Dept of Transportation
Moffitt, Donizell	22 yrs 04 mths	Ga. Dept of Labor
Moore, Winifred D	31 yrs 01 mths	DHR - Public Health
Moore, Albert P	23 yrs 07 mths	Ga. Dept of Education
Moore, Faye B	21 yrs 10 mths	General Assembly of Georgia
Moore, Eva M	21 yrs 00 mths	Ga. Dept of Corrections
Morgan, Vicki H	34 yrs 02 mths	DHR - Public Health
Morrison, Linda S	34 yrs 02 mths	Dhr - Dfacs
Mullis, Phyllis S	34 yrs 01 mths	Ga. Dept of Labor
Murray, Willie C	22 yrs 00 mths	Ga. Dept of Transportation
Myers, Marie Deloris	30 yrs 09 mths	Department of Revenue
Mynhier, J. Carol	30 yrs 02 mths	Ga. Dept of Human Resources
Owen, Swanee D	25 yrs 08 mths	Ga. Bureau of Investigation
	32 yrs 02 mths	8
Page, Ray	34 yrs 00 mths	Ga. Dept of Transportation
Parker, Mary A	•	Ga. Dept of Transportation
Phillips, Patricia A	34 yrs 02 mths	Ga. Dept of Labor Dhr - Dfacs
Phillips, Judy L	34 yrs 00 mths	Dhr - Dfacs
Phillips, Jennie B	15 yrs 09 mths	
Pierce, Charlotte L	31 yrs 05 mths	Ga. Dept of Education
Pinion, Sharon L	34 yrs 10 mths	Dhr - Dfacs
Pole Jr, Albert William	33 yrs 06 mths	Ga Dept. of Motor Veh. Safety
Powell, Michael A	24 yrs 00 mths	Ga. Dept of Human Resources
Pryor, Angelee	29 yrs 01 mths	Ga. Dept of Human Resources
Purvis, Paul J	34 yrs 01 mths	Ga. Dept of Labor
Raiteri, Peggy C	34 yrs 00 mths	DHR - Public Health
Ralston, Douglas H	24 yrs 09 mths	Ga. Dept of Public Safety
Ransom Jr, Reuben	22 yrs 09 mths	Georgia Building Authority
Ray, Marsha L	34 yrs 01 mths	Ga. Dept of Human Resources
Rayburn, Cecilia M	17 yrs 03 mths	Ga. Dept of Education
Reeves Jr, Clemon	34 yrs 04 mths	Ga. Dept of Human Resources
Roberson, Theron M	34 yrs 00 mths	Ga. Dept of Transportation
Roberts, Pearlstine	15 yrs 08 mths	Ga. Dept of Corrections
Rustin, Shirley Elaine	24 yrs 02 mths	Ga Dept. of Motor Veh. Safety
Sacks, Dianne Dupont	34 yrs 07 mths	Ga. Dept of Human Resources
Sanders, J D	34 yrs 02 mths	Ga. Dept of Transportation
Scoggins Sr, Nelson O	14 yrs 11 mths	Ga. Dept of Transportation
Seabolt, Ramona T	12 yrs 04 mths	Dhr - Dfacs
Sexton, Cathey C	34 yrs 00 mths	Ga. Dept of Transportation
Sharp, Pamela J	26 yrs 05 mths	Ga. Dept of Labor
Shepherd, Hilda J	34 yrs 03 mths	Dept of Juvenile Justice
Smith, Marsha A	34 yrs 01 mths	Ga. Dept of Natural Resources
Smith, Alice	34 yrs 00 mths	Ga. Dept of Human Resources
Smith, Jeron	19 yrs 06 mths	Ga. Dept of Transportation
		continued on next page

Ga. Dept. of Transportation

Ga Dept of Motor Veh. Safety

Brymer, Eugene F

Burnett, Freddie D.

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Smith Jr, George F	15 yrs 08 mths	Ga. Dept of Natural Resources
Solomon, J C	34 yrs 02 mths	Ga. Dept of Transportation
Spence Jr, Willie J	34 yrs 00 mths	Ga. Dept of Transportation
Stripling, Lloyd	17 yrs 00 mths	Ga. Dept of Transportation
Summer, Gloria A	11 yrs 07 mths	Ga. Dept of Transportation
Tabb, Sara S.	14 yrs 05 mths	CSB-Albany Tardif,
Richard J	34 yrs 00 mths	Ga. Dept of Labor
Terry, Sibbie R	37 yrs 04 mths	Dhr - Dfacs
Thomas, Shirley Miller	24 yrs 02 mths	Ga. Dept of Human Resources
Thomas, Weedy Bell	23 yrs 10 mths	Dept of Juvenile
JusticeThomas, Gene Edward		Ga. Dept of Corrections
Thompson, Carolyn L	34 yrs 02 mths	Ga. Dept of Human Resources
Thompson, Wiley F	34 yrs 01 mths	Ga. Dept of Corrections
Thompson, Patricia H	30 yrs 00 mths	Ga. Dept of Transportation
Tison, James P	34 yrs 01 mths	Dhr - Dfacs
Turner, Rodney E	24 yrs 10 mths	Ga. Dept of Natural Resources
Ulm, Ronald A	31 yrs 00 mths	Ga. Merit System of Pers. Adm.
Ulm, Mary Gayle	26 yrs 09 mths	Ga. Merit System of Pers. Adm.
Underwood, Connie L	34 yrs 00 mths	Ga. Dept of Human Resources
Van Oostrom, Albert	14 yrs 00 mths	Ga. Dept of Corrections
Vickers, James E	34 yrs 01 mths	Ga. Dept of Transportation
Vinson, Jacquelyn Wallace	13 yrs 08 mths	Ga. Dept of Corrections
Walker, Michael Harvey	34 yrs 01 mths	Ga. Dept of Education
Walker, Roger L	34 yrs 00 mths	Ga. Dept of Human Resources
Wall, Rickey F	34 yrs 04 mths	Ga. Dept of Transportation
Watkins, Donnie H	34 yrs 01 mths	Ga. Dept of Natural Resources
Weatherby, Mark G	34 yrs 01 mths	Ga. Dept of Transportation
Weerts, Burton F	34 yrs 05 mths	Ga. Dept of Natural Resources
White, Stanley R	34 yrs 03 mths	Ga. Dept of Transportation
White, Annie P	33 yrs 01 mths	Ga. Dept of Human Resources
Whitted, Carolyn S	24 yrs 06 mths	Ga. Dept of Human Resources
Wiggins, Georgia Beatrice	16 yrs 09 mths	Ga. Dept of Human Resources
Williams, Robert E	34 yrs 00 mths	Ga. Dept of Human Resources
Williams, Willie	29 yrs 01 mths	Ga. Dept of Human Resources
Williamson, Earl Leon	17 yrs 01 mths	Ga. Dept of Transportation
Winslow, Wilbur A	21 yrs 08 mth	Georgia Technology Authority
Womack, Elaine M	32 yrs 04 mths	Dhr - Dfacs
Woods Jr, Mothaniel	34 yrs 03 mths	Ga. Dept of Human Resources
Wright, Diane	25 yrs 02 mths	Ga. Dept of Human Resources
Wright, Larry Marshall	11 yrs 04 mths	Ga. Dept of Corrections
Yankey, Kenneth David	34 yrs 00 mths	Secretary of State
Young, Marjorie D	34 yrs 02 mths	Ga. Dept of Human Resources
Youngblood Jr, Jimmy	34 yrs 00 mths	Ga. Dept of Human Resources
Zebeau Jr, Joe Wayne	18 yrs 04 mths	Ga. Dept of Public Safety

December 2002

Name	Years of Service	Department
Akins, Joan M	30 yrs 06 mths	Dhr - Dfacs
Akins, Jesse James	13 yrs 10 mths	Ga. Dept. of Labor
Almand, James Douglas	34 yrs 06 mths	Georgia Technology Authority
Anderson, Bobby G	34 yrs 01 mths	Ga. Dept. of Human Resources
Beasley , Verlon Jacky	14 yrs 08 mths	Ga. Correctional Industries
Benefield, Clara Jeannie	30 yrs 04 mths	GA Dept of Banking & Finance
Best, Don Eugene	16 yrs 07 mths	Office of Comm. of Insurance
Bigby, Jerome P	18 yrs 02 mths	Ga. Dept. of Transportation
Bivens, Arie Ann	10 yrs 08 mths	CSB-Albany
Boulware, Sandra Lee	24 yrs 00 mths	CSB-new horizons
Bozeman, Eugenia R	34 yrs 02 mths	Ga. Dept. of Education
Brazell , Jackson C	34 yrs 02 mths	Ga. Dept. of Transportation
Bridges Jr, Joe S	34 yrs 02 mths	DHR - Public Health
Britt, Musette	31 yrs 10 mths	Georgia Building Authority
Brooks, Robert Howard	18 yrs 05 mths	Ga. Dept. of Corrections
Bryan, Sandra L	30 yrs 00 mths	CSB-DeKalb County
Bryant, Eddie M.	22 yrs 03 mths	Ga. Merit System of Pers. Adm.

Burroughs, Rosetta S	23 yrs 01 mths	Dhr - Bocop
Butler, William H	33 yrs 06 mths	Ga. Bureau of Investigation
Byrd, Jack E	24 yrs 09 mths	Dhr - Dfacs
Cadwell, Ronald W	34 yrs 01 mths	Department of Revenue
Calhoun, C Larue	34 yrs 00 mths	Ga. Dept. of Veterans Services
Callison Jr, Edwin W	25 yrs 00 mths	Ga. Teachers Retirement Sys.
Cannon, Vera Ruth	20 yrs 02 mths	Ga. Dept. of Human Resources
Carey, Arthur T	10 yrs 07 mths	Department of Revenue
Carmon, Mamie Louise	30 yrs 00 mths	Ga. Dept. of Transportation
Cato, Jo C	34 yrs 01 mths	Ga. Dept. of Human Resources
Chambers, James L	34 yrs 02 mths	DHR - Public Health
Cleveland, Jerry N	34 yrs 00 mths	Ga. Dept. of Human Resources
Cochran, Charles S	15 yrs 06 mths	Secretary of State
Collier Sr, William V	14 yrs 01 mths	Ga. Dept. of Education
Cook, Martha Q	26 yrs 02 mths	Ga. Dept. of Human Resources
Couch, Joseph R	34 yrs 03 mths	Ga. Dept. of Transportation
Crocker, Audrey M. Culpepper, Pamela Faye	22 yrs 01 mths 25 yrs 10 mths	Ga. Dept. of Human Resources Dhr - Dfacs
Davis, Barbara J.	30 yrs 05 mths	Ga. Dept. of Human Resources
Dixon, W.Jane	17 yrs 00 mths	Ga. Dept. of Human Resources
Dorminey, Mary G.	30 yrs 11 mths	Dhr - Dfacs
Duncan, Evelyn R	16 yrs 09 mths	Dept. of Juvenile Justice
Ellis, Yvonne Marie	21 yrs 06 mths	Ga. Dept. of Human Resources
Ely, Patti Self	18 yrs 06 mths	Ga. Dept. of Transportation
Evans, Charles P	34 yrs 06 mths	Ga. Dept. of Natural Resources
Evans, Judy D	30 yrs 00 mths	Pathways Cntr Behav Devel Grwt
Evans, Mary Lee	11 yrs 08 mths	CSB-McIntosh Trail
Fabricius, Victor M	34 yrs 00 mths	Georgia Technology Authority
Ferguson , Patsy L	21 yrs 04 mths	CSB-Lookout Mountain
Fielder, Judith H.	15 yrs 11 mths	Dhr - Dfacs
Floyd, Julia I	25 yrs 08 mths	Ga. Dept. of Natural Resources
Foster, Michael R	30 yrs 00 mths	Ga. Dept. of Labor
Gilbert, Gradis	22 yrs 07 mths	Ga. Dept. of Human Resources
Glover, Barbara A.	27 yrs 06 mths	Ga. Dept. of Corrections
Greathouse, Loretta J	26 yrs 04 mths	Ga. Dept. of Natural Passaurass
Green, Terry W Green, Lillie B.	34 yrs 03 mths 28 yrs 03 mths	Ga. Dept. of Natural Resources Ga. Dept. of Human Resources
Gremillion, Charles Ray	21 yrs 02 mths	Georgia Forestry Commission
Griffin, Herman T	34 yrs 00 mths	Ga. Dept. of Transportation
Grubbs, Sandra Campbell	13 yrs 06 mths	Ga. Dept. of Corrections
Hall, Lester Lee	24 yrs 00 mths	Ga. Dept. of Human Resources
Halski, Walton	34 yrs 00 mths	Ga. Dept. of Labor
Hayes, Charles Floyd	11 yrs 00 mths	Ga Southern University
Hayes, Rayfield	10 yrs 03 mths	Ga. Dept. of Transportation
Heard, Ann S	18 yrs 07 mths	Ga. Dept. of Corrections
Heath, Rosemary Brown	31 yrs 01 mths	Riveredge Behavioral Hlth Cntr
Hensley, Charles E	25 yrs 02 mths	Ga. Dept. of Agriculture
Herndon, Joyce H	24 yrs 03 mths	Dhr - Dfacs
Hood, Jeanette	32 yrs 04 mths	Dept. of Juvenile Justice
Horton, John C	29 yrs 02 mths	Ga. Dept. of Human Resources
Hudsputh, Sammie	12 yrs 08 mths	Ga. Dept. of Labor Dhr - Dfacs
Hummel, Kathryn L Hutcheson, Gwendolyn M.	31 yrs 02 mths 12 yrs 05 mths	Ga. Merit System of Pers. Adm.
Jackson, Glenda H	14 yrs 11 mths	Ga. Dept. of Human Resources
Jackson ,Leamon Dennis	12 yrs 00 mths	Ga. Dept. of Truman resources Ga. Dept. of Corrections
Jenson, Richard G	30 yrs 02 mths	Ga. Dept. of Human Resources
Johnson, Sheila F.	30 yrs 00 mths	DHR - Public Health
Johnson, Winefred	29 yrs 05 mths	Ga. Dept. of Human Resources
Joiner, James Philip	10 yrs 00 mths	Ga. Dept. of Corrections
Kea, Phillip Lee	30 yrs 00 mths	Ga. Dept. of Agriculture
Keen, Andrew P	34 yrs 08 mths	Ga. Dept. of Transportation
Keever, Charles T.	14 yrs 06 mths	Dept. of Juvenile Justice
Keigans, Mildred E	34 yrs 09 mths	Ga. Dept. of Transportation
Kitchens Jr, William R	34 yrs 00 mths	Ga. Dept. of Public Safety
Kitson, Nannette E.	21 yrs 10 mths	Ga. Dept. of Human Resources
Lang, Audrey W.	25 yrs 04 mths	Dhr - Dfacs

34 yrs 09 mths

23 yrs 06 mths

Submitted by The Employee Retirement System

Lester, Betty A	29 yrs 05 mths	Ga. Dept. of Human Resources
Loggins, Paul C	34 yrs 00 mths	Ga. Bureau of Investigation
Lovell, Terry	34 yrs 00 mths	Ga. Dept. of Natural Resources
Lowes, William Duff	21 yrs 01 mths	Ga. Dept. of Corrections
Lupo, Ronald E	34 yrs 08 mths	Ga. Dept. of Transportation
Mack, Lidy S.	16 yrs 07 mths	Ga. Dept. of Human Resources
Manuel, Sarita	24 yrs 00 mths	Ga. Dept. of Corrections
Martin, Betty G	13 yrs 04 mths	Ga. Dept. of Corrections
May, Eddie E	31 yrs 09 mths	Ga. Dept. of Transportation
McEntire, Linda J.	13 yrs 10 mths	CSB-GA Mountains
McKinney, Donald R	34 yrs 04 mths	Ga. Dept. of Human Resources
Miller, Linda F.	30 yrs 00 mths	Ga. Dept. of Labor
Millians, Timothy O	27 yrs 07 mths	Ga. Bureau of Investigation
Milling Sr, Rodger W	20 yrs 00 mths	Ga. Dept. of Corrections
Mills,Donald W	34 yrs 00 mths	Ga. Dept. of Transportation
Mills III, Terry	36 yrs 09 mths	Ga. Bureau of Investigation
Morgan,Robert A	34 yrs 00 mths	Ga. Dept. of Human Resources
Moss, Winfred T	28 yrs 07 mths	Dhr - Dfacs
Muggy, Janice L.	10 yrs 00 mths	CSB-GA Mountains
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Myers,Betty G Nelson,Samuel E	21 yrs 03 mths	CSB-South Georgia
	19 yrs 07 mths	State Board, Pardons & Paroles
Norman, Mildred W	29 yrs 07 mths	Ga. Dept. of Human Resources
Ortiz, Frank	13 yrs 04 mths	Ga. Dept. of Corrections
Osborne, Preston Fordham	18 yrs 04 mths	Ga. Dept. of Corrections
Owens, Eddie Lee	24 yrs 06 mths	Ga. Dept. of Public Safety
Parker, Cathy Robin	13 yrs 08 mths	Dept. of Juvenile Justice
Parrish, Jeffery	15 yrs 09 mths	Ga. Dept. of Corrections
Payne, Cynthia S	14 yrs 04 mths	DHR - Public Health
Peace, Julia A	12 yrs 10 mths	Ga. Dept. of Human Resources
Perry, Randall C	34 yrs 02 mths	Georgia Forestry Commission
Pettiford, Toney A	18 yrs 00 mths	Ga. Dept. of Transportation
Poole Jr, Tom W	32 yrs 03 mths	Ga. Dept. of Corrections
Powell, Kenneth Wayne	34 yrs 05 mths	Ga. Dept. of Natural Resources
Presnell, Audrey	15 yrs 11 mths	CSB Gwin./Rockdale/Newton
Prewett, Gerald	13 yrs 08 mths	Ga. Dept. of Corrections
Priester, Marjorie H	27 yrs 07 mths	Ga. Dept. of Education
Raulerson, Dianne W.	24 yrs 08 mths	Dhr - Dfacs
Reese, Marion Ann	29 yrs 00 mths	Ga. Dept. of Human Resources
Reeves, Leonard S.	30 yrs 04 mths	Ga. Bureau of Investigation
Reynolds, Michael G	31 yrs 06 mths	Ga. Dept. of Transportation
Rhodes, Frances Warren	15 yrs 09 mths	CSB - E. Central Georgia
Robertson III, Charles C	34 yrs 01 mths	Ga. Bureau of Investigation
Rogers, D. Karen	35 yrs 05 mths	Ga. Dept. of Labor
Rogers, Betty Sue	13 yrs 04 mths	Dept. of Juvenile Justice
Rowan, Demetra T.	19 yrs 11 mths	Georgia Technology Authority
Rozier ,Sybil D	33 yrs 03 mths	Ga. Dept. of Human Resources
Rozier, W C	26 yrs 05 mths	Ga. Dept. of Transportation
Salter, Linwood Ross	10 yrs 00 mths	Ga. Dept. of Transportation
Scarborough, Lynda Ruth	23 yrs 01 mths	Dhr - Dfacs
Scott Jr, George	34 yrs 00 mths	Ga. Dept. of Natural Resources
Sikes, Willard	23 yrs 02 mths	Ga. Dept. of Corrections
	•	Dhr - Dfacs
Smith, Barbara C.	34 yrs 01 mths	
Smith, Sonja N	10 yrs 04 mths	CSB-Gwin./Rockdale/Newton
Smith Jr, William	14 yrs 09 mths	Dept. of Juvenile Justice
Stanfield Jr, Henry A	34 yrs 00 mths	Georgia Forestry Commission
Strange, Phyllis Y	30 yrs 00 mths	Dhr - Dfacs
Sullivan, Sherry K	34 yrs 05 mths	Ga. Dept. of Transportation
Thomas, Cleveland	30 yrs 06 mths	Ga. Dept. of Transportation
Thompson, Tommy	20 yrs 03 mths	Ga Dept of Motor Veh. Safety
Trice, Phyllis M.	23 yrs 01 mths	Ga. Dept. of Human Resources
Tutt, Mattie D	36 yrs 10 mths	DHR - Public Health
Verdree, Mary Lou	13 yrs 08 mths	Ga. Dept. of Corrections
Wade, Marilyn J.	22 yrs 06 mths	Ga. Dept. of Human Resources
Walker, Herbert	15 yrs 11 mths	Ga. Dept. of Transportation
Warr, Troy Morris	25 yrs 03 mths	Ga. Dept. of Transportation
Weston, Mollye S	28 yrs 00 mths	Ga. Dept. of Human Resources
Wheatley, Linda C.	30 yrs 05 mths	Ga. Dept. of Agriculture
White, Carolyn L	14 yrs 02 mths	Department of Revenue

Whiting, Billy Ray	34 yrs 00 mths	Department of Revenue
Whitmire, Gail Dobbs	14 yrs 03 mths	Ga. Bureau of Com. Health
Wiley, Marinda	14 yrs 01 mths	Ga. Dept. of Corrections
Williamson, Wanda M	34 yrs 08 mths	Ga. Dept. of Natural Resources
Wilson, Rebecca S	29 yrs 10 mths	DHR - Public Health

	January 2003	
Name	Years of Service	Department
Abshier, Vernon Eugene	28 yrs 06 mths	Ga. Dept. of Education
Adams, Janet C.	34 yrs 00 mths	Ga. Dept. of Corrections
Adams, Martha Jewel	26 yrs 00 mths	DHR - Public Health
Anderson, Lelia J	30 yrs 00 mths	Ga. Dept. of Human Resource
Ash, Tommy R	34 yrs 00 mths	Ga. Dept. of Transportation
Baker, Ethel L	26 yrs 07 mths	DHR - Public Health
Barlow, George	34 yrs 00 mths	Ga. Dept. of Corrections
Barnwell, Latrelle	12 yrs 00 mths	Ga. Dept. of Labor
Bartlett, Mary J	31 yrs 05 mths	CSB-Middle Flint
Barton, Carole L.	23 yrs 05 mths	Ga. Dept. of Human Resource
Beard, Thomas D	32 yrs 10 mths	Ga. Dept. of Transportation
Benkoski, Joe E	34 yrs 06 mths	Dhr - Dfacs
Bernhard, Virginia M	34 yrs 01 mths	DHR - Public Health
Berry, Sandra S.	34 yrs 00 mths	Ga. Dept. of Human Resource
Blackston, Tommy W	34 yrs 02 mths	Ga. Dept. of Transportation
Blizzard, James M Bloodworth, William R	34 yrs 00 mths	Ga. Dept. of Transportation Ga. Dept. of Human Resource
Booker, Jeannette D.	16 yrs 11 mths 18 yrs 09 mths	Ga. World Congress Center
Bowen, Ronald Wayne	34 yrs 00 mths	CSB-Cobb County
Briley, Lillian D	16 yrs 04 mths	Ga. Dept. of Public Safety
Broadwater, Katherine E.	30 yrs 01 mths	Dhr - Dfacs
Brooks, Maryanna J	31 yrs 07 mths	Dhr - Dfacs
Brooks-King, Mamie	31 yrs 10 mths	CSB-DeKalb County
Burke, Theresa L	34 yrs 01 mths	Dhr - Dfacs
Caldwell Jr., Jessie	23 yrs 01 mths	Ga. Dept. of Agriculture
Canady-Laster, Rena Deloris	27 yrs 03 mths	CSB-Middle Flint
Carpenter, Iris G	30 yrs 02 mths	DHR - Public Health
Chapman, Mary Lynn	18 yrs 05 mths	CSB-Gwin./Rockdale/Newton
Clay, Sheila Ann	19 yrs 00 mths	Ga. Dept. of Human Resource
Clements, Frances	31 yrs 05 mths	Ga. Dept. of Labor
Cobb Jr, Earl R	34 yrs 06 mths	Department of Revenue
Conley, Barbara Vernell	10 yrs 00 mths	Dhr - Dfacs
Conn, Barbara Jane	34 yrs 00 mths	Georgia Technology Authority
Cook, Rae N.	19 yrs 08 mths	Ga. Bureau of Investigation
Corn, Stephen George	18 yrs 06 mths	CSB-Northeast GA Center
Cox, Laverne	13 yrs 03 mths	DHR - Public Health
Creel, Sandra E	26 yrs 10 mths	Ga. Dept. of Human Resource
Crews, Mark	18 yrs 04 mths	Ga. Dept. of Corrections
Culpepper, Glenda J	34 yrs 01 mths	Dhr - Dfacs
Daniel, Henry A	34 yrs 02 mths	Ga. Dept. of Natural Resource
Daniels Jr, Harmon M	14 yrs 11 mths	Ga. Dept. of Transportation
Davis, Evelyn B	20 yrs 10 mths	Ga. Dept. of Human Resource
Dennis, M Elizabeth Dennis, Carrie M	34 yrs 02 mths 34 yrs 00 mths	Ga. Dept. of Human Resource Dhr - Dfacs
Do, Duc Van	17 yrs 02 mths	Ga. Dept. of Defense
Dowdy, Ernestine J	20 yrs 01 mths	CSB-Northeast GA Center
Dubberly, Tommy Harold	17 yrs 06 mths	Ga. Dept. of Corrections
Dyer, Teresa	22 yrs 08 mths	Georgia Technology Authority
Ecklund, Patricia L	16 yrs 02 mths	Ga. Dept. of Human Resource
Etheridge, Vivian F	34 yrs 00 mths	Ga. Dept. of Human Resource
Eubank, Robert H	34 yrs 00 mths	Ga. Dept. of Human Resource
Evans, Woodrow	12 yrs 04 mths	Tax Officials
Exum, Carroll Wayne	34 yrs 00 mths	Ga. Dept. of Agriculture
Faircloth, June	29 yrs 00 mths	DHR - Public Health
Fanning, Maggie L	12 yrs 00 mths	Ga. Dept. of Human Resource
	25 yrs 09 mths	DHR-DFACS
Fincher, Elsie E.	2) 110 0) 1111110	DITTE DITTEO

Submitted by The Employee Retirement System

Franklin, Lucile	15 yrs 02 mths	Ga. Dept. of Human Resources
Freeman, Eve B	15 yrs 09 mths	Ga. Dept. of Corrections
Gambrell, Samuel Errol	28 yrs 02 mths	Georgia Technology Authority
Garner, Caster Imogene	24 yrs 07 mths	DHR - Public Health
Gillis, Raymond Gregory	23 yrs 06 mths	Ga. Dept. of Public Safety
Googe, Annette M.	30 yrs 00 mths	Office of School Readiness
Gray, Barbara F.	14 yrs 01 mths	DHR - Public Health
Griffis, Ann	35 yrs 04 mths	State Courts
Griffith, Carole S	34 yrs 01 mths	Ga. Dept. of Natural Resources
Grimes, Johnny	34 yrs 05 mths	Ga. Dept. of Public Safety
Hamlin, Emily E K	29 yrs 07 mths	DHR - Public Health
Hamrick, Kenneth G	30 yrs 00 mths	Ga. Dept. of Labor
Harper, Shirley A	26 yrs 08 mths	Dhr - Dfacs
Harrell Jr, Homer H.	30 yrs 09 mths	CSB-Georgia Pines
Harris, Edna L	19 yrs 09 mths	General Assembly of Georgia
Hart, Mary S	33 yrs 02 mths 24 yrs 07 mths	Ga. Dept. of Corrections Ga. Dept. of Corrections
Hartley, Ernest Lee Henderson, John H.	22 yrs 06 mths	Ga. Dept. of Human Resources
Herring, Gwendolyn Hatcher	•	Ga. Dept. of Human Resources
Hickey, Joseph Aaron	10 yrs 04 mths	Ga. Dept. of Transportation
Hitson, Romey W	34 yrs 01 mths	Ga. Dept. of Corrections
Holland, Jeffery Alexander	18 yrs 10 mths	Ga. Dept. of Corrections
Holloway, James	12 yrs 01 mths	Ga. Dept. of Corrections
Holmes, Classie C.	30 yrs 00 mths	CSB-New Horizons
Horan, Shirley Ann	10 yrs 00 mths	Ga. Dept. of Labor
Hudson, Joann L	27 yrs 09 mths	Dhr - Dfacs
Ivester, Connie Lee	31 yrs 06 mths	CSB-Northeast GA Center
Jiggins, Arthur N	17 yrs 09 mths	Ga. Dept. of Labor
Johnson, Rebecca B	34 yrs 00 mths	Department of Revenue
Johnson, Barbara R	31 yrs 00 mths	Dhr - Dfacs
Johnson, Annie Mae	30 yrs 07 mths	Ga. Dept. of Human Resources
Johnson, Janie G.	19 yrs 01 mths	CSB-Ogeechee
Johnston, Carole H.	31 yrs 00 mths	Ga. Dept. of Labor
Jones, Linda J.	23 yrs 01 mths	Ga. Dept. of Corrections
Judge, Priscilla T	30 yrs 00 mths	Dept. of Juvenile Justice
Jung, James W	34 yrs 00 mths	Ga. Dept. of Labor
Knight, Betty B	28 yrs 03 mths	DHR - Public Health Ga. Correctional Industries
Knowles Jr, Charlie P Krause, Dorothy V	17 yrs 05 mths 18 yrs 00 mths	Ga. Dept. of Community Health
Lambert, Bernd	28 yrs 07 mths	CSB-Ga Highlands
Landers Sr, Jerry Austin	19 yrs 11 mths	State Board Pardons & Paroles
Lang, Joanna L.	19 yrs 06 mths	Dhr - Dfacs
Lawrence, Oliverie	34 yrs 01 mths	Ga. Dept. of Transportation
Leatherwood, Faye C	34 yrs 08 mths	Dhr - Dfacs
Lee, Marie S	30 yrs 00 mths	Ga. Dept. of Transportation
Lewis, Bessie G	34 yrs 00 mths	Ga. Dept. of Human Resources
Lewis Jr, Clarence N	10 yrs 06 mths	Ga. Dept. of Human Resources
Lockman, Freddy W	34 yrs 02 mths	Ga. Dept. of Labor
Lockridge, Wallace C.	10 yrs 02 mths	Ga. Dept. of Transportation
Lord, Barbara Ann	21 yrs 10 mths	DHR - Public Health
Luke, Larry F	28 yrs 06 mths	Ga Dept of Motor Veh. Safety
Matthew, Christeen R	29 yrs 10 mths	Ga. Correctional Industries
Matthews, Wanda B	34 yrs 00 mths	Ga. Dept. of Labor
McDonald, Marlene	18 yrs 02 mths	Superior Courts of Georgia
McKenzie, Terry A	34 yrs 00 mths	General Assembly of Georgia
Meadows, Betty L.	27 yrs 01 mths	CSB-South Georgia
Meyer, Robin C.	30 yrs 00 mths	Ga. Dept. of Community Affairs
Moore, Octavia	25 yrs 09 mths	Ga. Dept. of Labor
Moye, Norman Nash, John Calvin	37 yrs 02 mths 14 yrs 06 mths	Dept. of Technical & Adult Ed. State Board Pardons & Paroles
Nasworthy, Luther Lyn	25 yrs 07 mths	Ga. Dept. of Public Safety
Nelson, Frank J	34 yrs 00 mths	Ga. Dept. of Transportation
Newell, Bernice	32 yrs 03 mths	Dhr - Dfacs
Nicholson, Jerry F	12 yrs 04 mths	Ga. Dept. of Corrections
Otwell, Victor Keith	15 yrs 04 mths	Ga. Dept. of Transportation
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Oxford, Verdie L	•	CSB-South Georgia
Oxford, Verdie L Padgett Jr, Ansley B	30 yrs 00 mths 21 yrs 03 mths	
	30 yrs 00 mths	CSB-South Georgia

Perry, Dorothy W	34 yrs 11 mths	Ga. Dept. of Human Resources
Perry, Doris J.	34 yrs 01 mths	Dept. of Juvenile Justice
Phelps, Yvonne	25 yrs 10 mths	Ga. Dept. of Human Resources
Phillips, Allene B.	27 yrs 06 mths	Superior Courts of Georgia
Pope, Annie F	31 yrs 07 mths	Ga. Dept. of Human Resources
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Prestage, Diane E.	29 yrs 08 mths	Ga. Dept. of Corrections
Price, Samuel Terry	34 yrs 04 mths	North Ga Tech Institute
Pruitt, Gloria D.	18 yrs 05 mths	Ga. Dept. of Corrections
Pulliam, Martha C.	23 yrs 02 mths	Ga. Dept. of Corrections
Ragan, Lynda B	15 yrs 03 mths	Ga. Dept. of Human Resources
Reid Jr, Walter W	34 yrs 03 mths	Ga. Dept. of Public Safety
Robinson, Kenneth	26 yrs 04 mths	RiverEdge Behavioral Hlth Cntr
Royal, Vernon	22 yrs 11 mths	Ga. Dept. of Corrections
Rushing, Lumen	19 yrs 00 mths	Ga. Dept. of Human Resources
Russell, Kinnie H.	26 yrs 06 mths	Ga. Dept. of Education
Scott, Melanie E	27 yrs 11 mths	Ga. Dept. of Human Resources
Sizemore, Earleen W.	12 yrs 10 mths	Ga. Public Service Commission
Skinner, Terry N	30 yrs 04 mths	Office of Comm. of Insurance
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Smith, Mary L	34 yrs 00 mths	Ga. Dept. of Human Resources
Smith, Luther Van	24 yrs 04 mths	Ga. Dept. of Corrections
Smith, Lizzie L	22 yrs 00 mths	CSB-Northeast GA Center
Smith, Eleanor F	22 yrs 00 mths	Tax Officials
Smith, Vernice T.	17 yrs 10 mths	Dept. of Juvenile Justice
Stanfield, Annie Joyce	29 yrs 11 mths	Georgia Foresty Commission
Stephens, Yvonne L	34 yrs 00 mths	Ga. Dept. of Natural Resources
Stephens, Sidney M	22 yrs 11 mths	CSB-Northeast GA Center
Stickler, Mickie H.	10 yrs 00 mths	DHR - Public Health
Stokes, Eunice	21 yrs 07 mths	Ga. Dept. of Defense
Storm, Robert D	17 yrs 03 mths	Jekyll Island State Park Found
Swords, Elizabeth R	15 yrs 01 mths	Secretary of State
Thomas, Joseph Andrew	23 yrs 01 mths	Ga. Dept. of Corrections
Thomas, Elmer A.	12 yrs 08 mths	CSB-DeKalb County
Thornton, Sarah J.	22 yrs 05 mths	DHR - Public Health
Tolbert, Janice	10 yrs 08 mths	Tax Officials
Towns, Joeann Farrar	13 yrs 05 mths	Ga. Dept. of Corrections
Tuten, Terrell Wendell	20 yrs 03 mths	Ga. Dept. of Corrections
Usher, Lavette H.	30 yrs 00 mths	Ga. Dept. of Human Resources
Valero, Lorraine F	25 yrs 09 mths	Ga. Dept. of Human Resources
Varnado, Julia Y	34 yrs 00 mths	CSB-South Georgia
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Vaughn, Ronald A	25 yrs 04 mths	Ga. Dept. of Labor
Ward, Dorothy H	30 yrs 11 mths	CSB-Albany
Ware, Joann C	28 yrs 07 mths	Ga. Dept. of Education
Washington, David R	29 yrs 04 mths	Ga. Dept. of Corrections
Watson III, Edward D	19 yrs 02 mths	Ga. Dept. of Transportation
Watts, Birda W	34 yrs 00 mths	GA. Industry, Trade & Tourism
Watts, Bobby L	22 yrs 06 mths	Ga. Dept. of Admin. Services
Weldon, Stephen A	29 yrs 10 mths	Georgia Technology Authority
Whipple, Harold	34 yrs 01 mths	Ga. Dept. of Human Resources
Whitlock, Barbara A	36 yrs 04 mths	Ga. Dept. of Labor
Wilkerson, Norma B	34 yrs 02 mths	Dhr - Dfacs
Wilkerson, Jane C	13 yrs 08 mths	DHR - Public Health
Williams, Robert K	23 yrs 04 mths	Ga. Dept. of Public Safety
Williams, Jean	12 yrs 03 mths	Dhr - Bocop
Wingate, Billie J	28 yrs 10 mths	Ga. Dept. of Human Resources
Winston, Cheryl J	30 yrs 00 mths	Dept. of Juvenile Justice
Womble, Janice P		Tax Officials
	16 yrs 11 mths	
Wood, Arthur M	34 yrs 00 mths	Ga. Dept. of Human Passaurces
Wood, Arthur M	28 yrs 00 mths	Ga. Dept. of Human Resources
Wright, Susan B	34 yrs 01 mths	Ga. Dept. of Human Resources

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Name	Years of Service	Department
Alsobrook, Sandra C.	31 yrs 09 mths	West GA Tech Institute
Bachman, Jayne P	34 yrs 01 mths	Ga. Dept. of Human Resources
Banks, Albert	15 yrs 05 mths	Ga Dept of Motor Veh. Safety

Bomar, Robert S.	36 yrs 07 mths	Georgia Department of Law
Bozeman, Shirley H	30 yrs 06 mths	Ga. Dept. of Human Resources
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Brooks Jr., Malcolm L	29 yrs 04 mths	Ga. Dept. of Natural Resources
Brown, Agnes	34 yrs 00 mths	Ga. Dept. of Human Resources
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Browning, Bessie Mae	26 yrs 05 mths	Ga. Dept. of Corrections
Butler Jr, John R	34 yrs 01 mths	Financing & Investment
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Butts, Leroy	34 yrs 05 mths	Ga. Dept. of Corrections
Carmichael, Judith M.	28 yrs 02 mths	CSB-Albany
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Carson, Rodney E	26 yrs 03 mths	DHR - Public Health
Carter, Joseph W	34 yrs 00 mths	Ga. Dept. of Transportation
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Chapman, Sandra L	34 yrs 00 mths	Ga. Dept. of Labor
Childers, Brenda J	13 yrs 07 mths	Ga. Dept. of Natural Resources
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Cohrs, Iris M	34 yrs 00 mths	Ga Dept of Motor Veh. Safety
Combs, Olippiyah H	30 yrs 00 mths	CSB-GA Mountains
Cox, Marjorie	14 yrs 02 mths	Ga. Dept. of Corrections
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Crawford, Mary Elizabeth	10 yrs 05 mths	Ga. Dept. of Human Resources
Cureton, John F	34 yrs 00 mths	Ga. Dept. of Labor
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Davis, Janette W	29 yrs 02 mths	Dhr - Dfacs
Davis, Ann Raney Rivers	15 yrs 06 mths	Office of Planning and Budget
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Demore, William B	34 yrs 00 mths	Ga. Dept. of Transportation
Devero, Virginia A	17 yrs 10 mths	CSB-Middle Georgia
Drinkard, Betty B	15 yrs 02 mths	Central Georgia Tech College
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Duke, David M.	26 yrs 10 mths	State Board Pardons & Paroles
Duncan, William Daniel	19 yrs 10 mths	Ga. Bureau of Investigation
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Eason, Rabun Louis	29 yrs 02 mths	Ga. Dept. of Corrections
Ector, Regina B.	17 yrs 09 mths	Georgia Building Authority
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Farnsworth, Daniel A	10 yrs 00 mths	Ga. Dept. of Corrections
Gilder, Janis Fountain	25 yrs 11 mths	DHR - Public Health
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Goff, Mary Sue	23 yrs 11 mths	Ga. Dept. of Corrections
Green, Carole O.	25 yrs 11 mths	Dhr - Dfacs
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Grier, Timothy Wiley	13 yrs 06 mths	Ga. Dept. of Corrections
Griner, John Matthew	13 yrs 04 mths	Ga. Dept. of Corrections
Guy, Herbert M	34 yrs 00 mths	Ga. Dept. of Transportation
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Hackworth, Mildred E.	24 yrs 05 mths	Ga. Dept. of Public Safety
Hale, Joseph G	34 yrs 00 mths	Dept. of Juvenile Justice
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Hale, Bernice Kae	10 yrs 03 mths	Ga. Dept. of Human Resources
Hall, Dianne	34 yrs 00 mths	Dhr - Dfacs
	34 yrs 00 mths	
Hammock, Edith J	•	Georgia Technology Authority
Hancock, George L	23 yrs 09 mths	Ga. Dept. of Transportation
Hanes, Jane P.	34 yrs 00 mths	Ga. Dept. of Community Health
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Hardin, Ethel L	10 yrs 00 mths	Georgia Building Authority
Harvey III, Arch C	34 yrs 00 mths	Ga. Dept. of Labor
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Hasty, Margaret Ann	21 yrs 01 mths	Ga. Dept. of Corrections
Hendrix, Andrew G	32 yrs 04 mths	Ga. Dept. of Labor
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Herndon, Nina K	17 yrs 02 mths	CSB-GA Highlands
Hester, Betty S	15 yrs 00 mths	Tax Officials
Hester Jr, Cawthon B	30 yrs 00 mths	Tax Officials
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Hightower, Robert E.	12 yrs 08 mths	Ga. Dept. of Public Safety
Hix, Freddi B	34 yrs 00 mths	DHR - Public Health
Hoard, William E	14 yrs 11 mths	Georgia Building Authority
Hodges, Benjie	23 yrs 06 mths	Ga. Dept. of Public Safety
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Holcombe, Mary B	34 yrs 01 mths	Ga. Dept. of Human Resources
Holloway, Marthalean	10 yrs 00 mths	DHR - Public Health
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Hubler, Greg	20 yrs 07 mths	Secretary of State
Huie, Isaiah	34 yrs 00 mths	Ga. Dept. of Transportation
Ivey, Matthew H.	20 yrs 05 mths	Ga. Dept. of Human Resources
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Jackson, Ronald B.		L-2 Lient of Labor
James, Gloria C.	34 yrs 00 mths	Ga. Dept. of Labor
	•	DHR - Public Health
Jefferson, Willie Vera	17 yrs 01 mths	DHR - Public Health
	17 yrs 01 mths 14 yrs 05 mths	DHR - Public Health Ga. Dept. of Transportation
Johnson, Ruby	17 yrs 01 mths	DHR - Public Health
	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs
Johnson, Roy William	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections
	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs
Johnson, Roy William Jones, Diane	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice
Johnson, Roy William Jones, Diane Jones, Brenda	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety
Johnson, Roy William Jones, Diane Jones, Brenda King, William B.	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries
Johnson, Roy William Jones, Diane Jones, Brenda	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B Lance, Jerry F	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety Ga. Dept. of Public Safety Ga. Dept. of Transportation
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B Lance, Jerry F	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety Ga. Dept. of Public Safety Ga. Dept. of Transportation
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B Lance, Jerry F Lanham, Raymond	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety Ga. Dept. of Transportation Ga. Dept. of Transportation
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B Lance, Jerry F Lanham, Raymond Lankford, Lynn K	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 29 yrs 09 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety Ga. Dept. of Transportation Ga. Dept. of Transportation Ga. Dept. of Human Resources
Johnson, Roy William Jones, Diane Jones, Brenda King, William B. Knowles, Jane M Ladd, Gail B Lance, Jerry F Lanham, Raymond	17 yrs 01 mths 14 yrs 05 mths 22 yrs 05 mths 17 yrs 06 mths 18 yrs 03 mths 14 yrs 05 mths 10 yrs 07 mths 34 yrs 00 mths	DHR - Public Health Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Corrections Dept. of Juvenile Justice Ga. Dept. of Public Safety Ga. Correctional Industries Ga. Dept. of Labor Ga. Dept. of Public Safety Ga. Dept. of Transportation Ga. Dept. of Transportation

Lawrence, Glenda S	2 / xxma () 1 matha	Ca Dont of Compositions
· · · · · · · · · · · · · · · · · · ·	34 yrs 01 mths	Ga. Dept. of Corrections
Lindell, Walter O	34 yrs 00 mths	Ga. Dept. of Transportation
Long, Elizabeth A	34 yrs 01 mths	Ga. Dept. of Human Resources
Magby, Mildred E.	29 yrs 01 mths	CSB-DeKalb County
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Malcom Jr, Roy J	28 yrs 03 mths	Ga. Dept. of Transportation
Mathieson Jr., David A.	10 yrs 03 mths	Georgia Building Authority
McCord, Betty G	29 yrs 03 mths	Ga. Dept. of Corrections
McDonald Jr., Lauren W.	15 yrs 02 mths	Ga. Public Service Commission
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McGuyrt, Marilyn L	17 yrs 00 mths	State Board Pardons & Paroles
McTeer, William G	31 yrs 10 mths	Ga. Dept. of Public Safety
Meeks, Frances J.	34 yrs 00 mths	Ga. Dept. of Corrections
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Merrell, Annie L	30 yrs 00 mths	Ga. Dept. of Human Resources
Mingo, Billie Jean	34 yrs 00 mths	Ga. Dept. of Human Resources
Minter, James F.	34 yrs 04 mths	Dhr - Dfacs
Moore, Patricia L.	26 yrs 11 mths	Dhr - Dfacs
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Morris, Charles P	34 yrs 00 mths	Ga. Dept. of Transportation
Murphy, Thomas B	44 yrs 08 mths	General Assembly of Georgia
Myrick, Myrna B	27 yrs 00 mths	Ga. Dept. of Labor
Neal, Martha A.	21 yrs 06 mths	Ga. Dept. of Natural Resources
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Nevil, Martha S	34 yrs 01 mths	Ga. Dept. of Labor
Nipper, Verneal J.	11 yrs 00 mths	Dhr - Dfacs
Oliver, Diana L.	30 yrs 04 mths	Ga. Dept. of Human Resources
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Patrick, Marvin G	25 yrs 11 mths	Ga. Dept. of Human Resources
Perry, Charles H	34 yrs 02 mths	Department of Revenue
Perry, Kermit S.	18 yrs 07 mths	State Board Pardons & Paroles
Phillips, Audrey R	15 yrs 05 mths	Ga. Dept. of Human Resources
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Purwono, Lucas	18 yrs 11 mths	Ga. Dept. of Human Resources
Riffle, Mary S	20 yrs 05 mths	Ga. Dept. of Corrections
Robinson, Gail F	34 yrs 01 mths	Ga. Dept. of Corrections
Roesser, Brenda C	34 yrs 00 mths	Ga. Dept. of Transportation
		= = = = = = = = = = = = = = = = = = = =
Rooks, Debra Stovall	30 yrs 00 mths	Ga Dept of Motor Veh. Safety
Rose, Roger F	30 yrs 05 mths	Ga. Dept. of Labor
Salter Jr, Leon Hollie	21 yrs 00 mths	Ga Dept of Motor Veh. Safety
Sanderford Jr, Eddie	30 yrs 00 mths	Ga. Dept. of Human Resources
Sands, Helen G	30 yrs 00 mths	Dhr - Dfacs
Saturday, Kathryn A.	27 yrs 06 mths	GA. Industry, Trade & Tourism
Schrenko, Linda C.	30 yrs 00 mths	Ga. Dept. of Education
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Scott, Harry	18 yrs 06 mths	Ga. Dept. of Corrections
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Seabrook, Larry B	34 yrs 00 mths	Ga. Dept. of Transportation
	34 yrs 00 mths	
Secor, John E	34 yrs 00 mths 34 yrs 02 mths	Ga. Bureau of Investigation
Secor, John E Sewell, Patricia M.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths	Ga. Bureau of Investigation Ga. Dept. of Education
Secor, John E	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs
Secor, John E Sewell, Patricia M.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths	Ga. Bureau of Investigation Ga. Dept. of Education
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 31 yrs 05 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 18 yrs 04 mths 31 yrs 05 mths 34 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Dept. of Transportation
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E Sykes, Billy W	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 36 yrs 00 mths 17 yrs 05 mths 18 yrs 05 mths 18 yrs 05 mths 19 yrs 05 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Dept. of Transportation Ga. Dept. of Natural Resources
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E Sykes, Billy W Tanjuatco, Erlinda E.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 36 yrs 00 mths 17 yrs 05 mths 18 yrs 04 mths 18 yrs 04 mths 19 yrs 05 mths 19 yrs 07 mths 19 yrs 07 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Dept. of Natural Resources Ga. Dept. of Human Resources
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Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E Sykes, Billy W Tanjuatco, Erlinda E. Taylor, Carrie M. Thomas, Jackie B Thomas, Winnie A Tillman, Delores L Tolbert, Mary D Turpin, Rickey E Underwood, Victoria R Vinson, Alberta	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 30 yrs 05 mths 30 yrs 10 mths 20 yrs 07 mths 28 yrs 03 mths 34 yrs 00 mths 35 yrs 00 mths 36 yrs 00 mths 37 yrs 00 mths 38 yrs 01 mths 39 yrs 01 mths 39 yrs 01 mths 30 yrs 01 mths 30 yrs 01 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Dept. of Transportation Ga. Dept. of Human Resources Ga. Public Service Commission Dhr - Dfacs Ga. Dept. of Human Resources
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E Sykes, Billy W Tanjuatco, Erlinda E. Taylor, Carrie M. Thomas, Jackie B Thomas, Winnie A Tillman, Delores L Tolbert, Mary D Turpin, Rickey E Underwood, Victoria R	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 30 yrs 07 mths 20 yrs 07 mths 28 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 35 yrs 07 mths 27 yrs 07 mths 28 yrs 07 mths 29 yrs 07 mths 29 yrs 07 mths 29 yrs 07 mths 30 yrs 10 mths 31 yrs 00 mths 32 yrs 01 mths 33 yrs 01 mths 34 yrs 01 mths 35 yrs 01 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Public Service Commission Dhr - Dfacs Ga. Dept. of Human Resources Ga. Dept. of Human Resources Ga. Dept. of Human Resources Ga. Dept. of Transportation Dhr - Dfacs Ga. Dept. of Transportation Dhr - Dfacs
Secor, John E Sewell, Patricia M. Short, Rhonda R. Simmons, Maggie L Sims, Lyndal C. Smith, Judy S Smith, John L Spikes, James E Stewart, Mary F. Skelton Stogner, Kathy Sturrup, Marie S Sutton, Billy E Sykes, Billy W Tanjuatco, Erlinda E. Taylor, Carrie M. Thomas, Jackie B Thomas, Winnie A Tillman, Delores L Tolbert, Mary D Turpin, Rickey E Underwood, Victoria R Vinson, Alberta Watkins, Yvonne P.	34 yrs 00 mths 34 yrs 02 mths 25 yrs 09 mths 34 yrs 00 mths 19 yrs 03 mths 34 yrs 00 mths 34 yrs 00 mths 34 yrs 00 mths 30 yrs 07 mths 20 yrs 07 mths 28 yrs 03 mths 34 yrs 00 mths 35 yrs 00 mths 36 yrs 00 mths 37 yrs 00 mths 38 yrs 01 mths 39 yrs 01 mths 39 yrs 01 mths 30 yrs 01 mths 30 yrs 01 mths 31 yrs 00 mths 32 yrs 01 mths 33 yrs 00 mths 34 yrs 00 mths 35 yrs 00 mths	Ga. Bureau of Investigation Ga. Dept. of Education Dhr - Dfacs Ga. Dept. of Human Resources Dhr - Dfacs Ga. Dept. of Labor Ga. Dept. of Corrections Ga. Dept. of Corrections Georgia Department of Law State Board Pardons & Paroles Ga. Dept. of Human Resources Ga. Dept. of Transportation Ga. Dept. of Human Resources Ga. Public Service Commission Dhr - Dfacs Ga. Dept. of Human Resources
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First Lady Perdue commends efforts during Family Connection Day

amily Connection Partnership is celebrating the success of its recent Family Connection Day, an annual



event recognizing effective community partnerships across the state that are helping children and families become healthier, ready to start and perform better in school, and more stable and economically self-sufficient.

First Lady Mary Perdue, wife of Georgia Governor Sonny Perdue, was a featured speaker during the event and commended Family Connection for more than a decade of work.

"Family Connection's commitment to strengthening families is a wonderful model of how we can all work together to make a difference for families in our state," said Mrs. Perdue. "I commend you for meeting a crisis and looking for solutions. Our challenge is to continue preparing our kids for school to ensure they have the resources they need to be successful adults. We're proud of Family Connection's involvement in nearly all of our counties across Georgia, and I can't wait to see it in all 159 counties."

Other speakers included Georgia Lt. Gov. Mark Taylor, Speaker of the House Terry

Coleman, Senate Majority Leader Eric Johnson, Department of Juvenile Justice Commissioner Orlando Martinez, and Family Connection Partnership Board Chair Albert Wright. More than 400 people attended the event.

During the ceremony, Family Connection Partnership, in collaboration with Georgians for Children, also announced the release of the 2003 Georgia KIDS COUNT report. Findings from the report say the vast majority of the 2.2 million children under 18 in Georgia are experiencing a safe, healthy and nurturing childhood and have good opportunities to grow physically, intellectually, emotionally and socially; however, there is still much more work to be done.

"In the state of Georgia, more babies are born healthy, the teen pregnancy rate has declined, and fewer infants, children and teens are dying," said Gaye Morris Smith, executive director of Family Connection Partnership. "Infant mortality declined from 12.4 per 1,000 in 1990 to 8.5 per 1,000 in 2001."

Although this is good news for Georgia families, Smith said challenges remain in improving these statistics.

According to the report, Georgia continues to trail other states in the nation in the percentages of low birth weight babies (43rd), infant mortality (40th), child deaths (41st), and teen births (42nd). New national KIDS COUNT rankings will be

released in May, linking state-bystate data with national data on children and families.

Key findings from the 2003 Georgia KIDS COUNT include:

- Progress in school readiness, with Georgia ranking favorably in national comparisons, with 56 percent of children ages 3 to 4 enrolled in pre-school, giving Georgia a rank of 7th in the nation.
- · One-fourth of Georgia's students did not complete high school in four years.
- In 2001, Georgia had nearly 40,000 substantiated incidents of child abuse and neglect for a rate of 17.8 per 1,000. This is the highest rate in the past 10 years.
- The teen repeat birth rate remains a significant problem in Georgia, with 22 percent of births to mothersages 15 to 19 having a second or higher-order
- · Nearly one-fourth of all Georgia babies are born to mothers with less than 12 years of education.
- Overall, child poverty fell from 20 percent to 17 percent, with the rate among black children declining from 40 percent to 30 percent.

KIDS COUNT is a state and national effort funded by the Annie E. Casey Foundation to track the status of children. It features data from results in five areas: healthy children, school readiness, school success, strong families, and self-sufficient fami-

One of the many benefits of using "SECAP"

Employees who participant in an alternative transportation mode such as vanpooling, carpooling, bik-

ing, or riding public transit should participate in the Guaranteed Ride Home (GRH) program. The program, administered by SECAP on Capitol Hill and in other metro Atlanta areas by twentynine individual state agencies, guarantees commuters a ride home during emergencies on days an alternative transportation mode was utilized. The Guaranteed Ride Home program is funded by Commute Connections through

federal grant funds. If interested in GRH, visit www.ga-secap.com and select the Guaranteed Ride Home link. Print, complete and return the Commute Connections Rideshare/GRH application form and return it to SECAP. Employees without

Internet access can call to request the application. The completed form can be faxed to 404/463-6056.

Within six to eight weeks, an ID card from Commute Connections will be

issued. Keep the card at work to call SECAP for a free taxi ride if an emergency occurs. Participants are allowed a maximum of five guaranteed rides per year. However, GRH does not cover personal errands, a missed bus ride, scheduled medical appointments, or a job related emergencies. SECAP can also help employees find

simple, easy commuter options to save time and money as they travel back and forth to work. Call SECAP for commuter options or for the metro Atlanta's 29 individual state agencies' listing at 404/463-6440.

Governor Perdue recognizes Merit System for 60 years of service



overnor Sonny Perdue, in a celebration ceremony at the State Capitol, proclaimed February 4, 2003 as Merit System Day at the Capitol in recognition of Georgia Merit System's 60th Anniversary. On February 4, 1943, Senate Bill 17 established the Georgia Merit System of Personnel Administration as the central personnel agency of the state of Georgia. When civil service reform in 1996 decentralized the HR functions directly to individual agencies, the Merit System became a leader and facilitator of HR policies. Reform changed the agency's role from regulator to HR expert and consultant. Congratulations Georgia Merit System for 60 years of serving the people of Georgia.

Inmates puppy training

I had health problems and it's helped that, relieving the stress and

Most of the inmate trainers view IMPACT as a form of restitution for the crimes they committed. One trainer expresses how positive the program as been. "It has been very good for me and my behavior. It helps me to give back. We try to teach the dogs intelligent obedience but in all actuality, they teach us," she says. Neuman says she sees more unity as well. "The inmates came in as individuals, but it's been fun watching them develop as a team.," she says.

A trainer on her 8th year of incarceration for driving under the influence of cocaine that resulted in multiple deaths believes that nothing she's ever done in prison could mean as much as what she's doing right now as a puppy trainer. "The program is a form of restitution that is already beginning while I'm inside. There is nothing that I can do from prison to stop more accidents from happening. But what I can do while I'm in prison is work," she says. " I'll clean the floors if you want me to but I'll much rather be working with dogs that can help give independence to someone who has none."

The puppies remain in training with the inmates approximately 14 months. They are provided with special jackets to identify them as dogs in training. Once the jackets go on, the dogs realize it is work time.

Once the dogs complete the program at Metro, they are returned to SGDI in Florida where they will experience a few more weeks of intense training. Afterwards, if they meet the standard, they will be given to a person who is visually impaired.

DHR Division of Aging Services announces the availability of Georgia Cares

any of Georgia's 900,0000 Medicare beneficiaries struggle to pay for their prescription medication. Some of these citizens also have



questions about their Medicare Summary Notices, Long Term Care Insurance, and Medicare Supplemental policies. GeorgiaCares helps eligible older Georgians enroll in low-cost prescription drug programs and also helps them understand and solve Medicare and other health related issues.

"It's important that we help our seniors take advantage of programs that will keep them healthy, productive, and reduce their health care expenses," said DHR Commissioner Jim Martin. "We have an increasingly graying population in Georgia and seniors consume far more prescription drugs than their younger counterparts. Most of those medicines are not covered by Medicare. Seniors should not have to make choices that would put their health in jeopardy."

In FY 2002, the GeorgiaCares program saved seniors \$2,686,106.12 and has saved them \$4,884,881 in the first quarter of this year. For example, a husband and wife recently helped by a GeorgiaCares volunteer will save \$300 a month. They both were enrolled in the Medicare Savings Program and the wife is now get-

ting her medicine through one of the low cost prescription drug programs.

To qualify for the GeorgiaCares program, individuals must receive Medicare, not receive prescription drug coverage of any kind, and must earn \$18,000 or less annually, or \$24,000 for couples. Persons whose income is slightly higher may still qualify for a discount. Medicare recipients can call the toll free GeorgiaCares number, 1-800-669-8387, for help from a trained volunteer.

The program is now available in the following service delivery area regions of the state: Coastal, The Heart of Georgia, Altamaha, Southwest, Southeast, Central Savannah River, Middle Georgia, Southern Crescent, West Central, Atlanta, Northwest and Northeast regions and Georgia Mountains region.

Current participants in GeorgiaCares include the Pfizer for Living Share Card, the Lilly Answers Card, Together RX (Abbott Laboratories, AstraZeneca, Aventis Pharma, Bristol-Myers Squibb Company, GlaxoSmithKline, Johnson & Johnson, and the Novartis Pharmaceuticals Corporation).

GeorgiaCares
partners include:
"PhRma"
(Pharmaceutical
Research and
Manufacturers of
America), Kroger,
CVS, K-Mart,
Eckerd, Publix,
Walgreen, Winn
Dixie, the
Academy of
Independent
Pharmacies,

Solvay, Schering-Plough, Boehringer-Ingelheim, Roche Pharmaceuticals, the Administration on Aging, Medicare Part A, and the Georgia District of Kiwanis International.

The GeorgiaCares Advisory

Council includes representatives from: the Georgia Department of Community Health, the Governor?s Office of Consumer Affairs, the Consumers' Insurance Advocate Division, the Medical Association of Georgia, the



Georgia Pharmacy Association, the Georgia Hospital Association, the Mercer University Pharmacy School, the University of Georgia School of Pharmacy, the Georgia Association of Chain Drug Stores, and others.

Council for State Personnel Administration Announces SPECIAL SAVINGS to



White Water/
American Adventures

Six Flags A
Adult/Child ticket (one visit) \$ 23.00

Adult/Child ticket (one visit) \$ 23.00 \$ 21.00

Dual Park or 2-Day ticket \$ 39.00 \$ 39.00 (one visit to Six Flags and one to White Water, OR two visits to either Six Flags

White Water for adults and children)

Individual Season Pass \$ 46.00 \$ 46.00 (unlimited visits to Six Flags Over Georgia, White Water and American Adventures for adults and children)

Platinum Pass \$101.00 \$101.00 (unlimited visits to Six Flags Over Georgia, White Water and American Adventures for adults and children)

MAIN GATE PRICE IN 2003 \$42.00* - Six Flags

\$31.50* - White Water/American Adventure
Children 2 and under are FREE

State Six Flags/White Water Program State Personnel Council

P.O. Box 347206 Atlanta, Georgia 30334-7206 E-mail: kdt@gms.state.ga.us pharp@gms.state.ga.us Tickets @ \$ 23.00
Tickets @ \$ 21.00
Tickets @ \$ 39.00
Tickets @ \$ 46.00
Tickets @ \$101.00
Total Enclosed \$

Zip.

Home Address ______ State ____

Agency ______
Office Phone _____Home Phone ____
All mail orders must include a stamped, self-address envelope and payment

Offer valid through August 30, 2003.

Your tickets will be mailed to you within 10 days of receipt of your order.

Tickets CANNOT be returned for refund.

(check or money order) to State Personnel Council.

NO DISCOUNTS WILL BE AVAILABLE AT SIX FLAGS or WHITE WATER PARK. *Price includes tax

MONEY MATTERS

The ABCs of financial aid

there are a host of government loans and grants available to pay for furthering your education, but most of them come with bewildering acronyms and complex definitions. Here's a primer to help you cut through the jargon and find financial aid your want:

FFEL - Federal Family Education Loan

Program. These are low-interest loans made by private lenders to students and parents. Some are unsubsidized (i.e. not based on financial need, so most students are eligible). Several repayment plans are available.

Stafford Loans. Also referred to as direct loans, these are guaranteed by the federal government and may be subsidized or unsubsidized. Both undergraduate and graduate students are eligible to apply, and several repayment options are available.

Perkins Loans. Schools give these to both undergraduate and graduate students demonstrating financial need. They are low interest and available to students with at least half-time status.

FSEOG - Federal Supplemental Educational Opportunity Grants. These government-sponsored loans are administered by the schools to those demonstrating exceptional financial need. Unfortunately, not every eligible applicant can secure a grant because there is a limited pot of federal money this year.

Pell Grants. Awarded by the Federal Government to those demonstrating exceptional financial need, these do not need to be paid back.

-Adapted for US News & World Report



Georgia National Fairgrounds and Agricenter

Perry, Georgia I-75 at exits 134 & 135 478-987-3247 800-987-324 (Georgia only) georgianationalfair.com

State employees give generously despite economy

On March 5, 2003 at the State Charitable Contributions Program (SCCP) Annual Awards Luncheon, the SCCP celebrated raising \$2.8 million dollars, the second largest total dollars raised in the 21-year history of the program. Karen Handel, Governor Perdue's Deputy Chief of Staff, commended state employees for their giving during tough economic times. This year's general campaign chair, Dr. Carl Patton, President of Georgia State University, also commended state employees, especially campaign coordinators, for their outstanding efforts. Handel, Patton and Georgia Merit System Commissioner, Marjorie H. Young presented SCCP awards to winners of state entities, colleges and universities.

Governor's Awards were presented to the following recipients:

Largest Increase in Contributions

Georgia Institute of Technology and the Department of Human Resources

- Highest Level of Employee Participation Atlanta Metropolitan College and the Georgia Commission on Equal Opportunity
- Highest Increase in Percent of Participation Clayton Community Service Board and Clayton College and State University

Commissioner's Awards were presented to runners up to the Governor's Cup:

1-100 employees

Skidaway Institute of Oceanography Georgia Student Finance Commission

101-500 employees

Dept. of Law

Dept. of Community Affairs

Dept. of Community Health

Dept. of Administrative Services

Teachers Retirement System

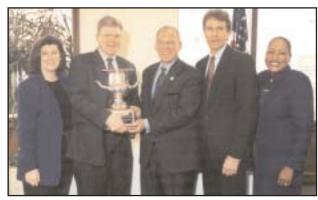
Georgia Public Telecommunications Commission

Governor's Cup Winners



Employees' Retirement System / 1-100 Employees





Department of Revenue / 501-1000 Employees



Georgia Institute of Technology / 1001-9000 Employees

501-1000 employees

Armstrong Atlantic State University Georgia College and State University

1001 to 9000 employees

Department of Technical and Adult Education Department of Labor Georgia State University

9001 and up

Department of Human Resources



University of Georgia / 9001 and up Employees



